

Dayton–Springfield, OH National Compensation Survey July 2002



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Elaine L. Chao, Secretary

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Kathleen P. Utgoff, Commissioner

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Preface

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

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

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

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

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

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

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Introduction

The tables in this bulletin summarize the NCS results for the Dayton–Springfield, OH, metropolitan area. Data were collected between December 2001 and January 2003; the average reference month is July 2002. Tabulations provide information on earnings of workers in a variety of occupations and at different work levels. Also contained in this bulletin are information on the program, a technical note describing survey procedures, and several appendixes with detailed information on occupational classifications and the occupational leveling methodology.

NCS products

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

About the tables

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

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

Establishment characteristics include goods and service producing and size of establishment.

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

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

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

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

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

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

Table 1-1. Summary: Mean hourly earnings¹ and weekly hours by selected characteristics, private industry and State and local government, National Compensation Survey, Dayton-Springfield, OH, July 2002

Worker and establishment characteristics	Total			Private industry			State and local government		
	Hourly earnings		Mean weekly hours ³	Hourly earnings		Mean weekly hours ³	Hourly earnings		Mean weekly hours ³
	Mean	Relative error ² (percent)		Mean	Relative error ² (percent)		Mean	Relative error ² (percent)	
Total	\$18.10	2.4	35.9	\$17.30	2.8	36.0	\$21.92	3.2	35.8
Worker characteristics:⁴									
White-collar occupations ⁵	20.84	2.6	35.7	19.68	3.3	35.7	24.77	4.5	35.6
Professional specialty and technical	25.71	4.9	35.5	24.45	6.8	35.8	29.21	4.8	34.8
Executive, administrative, and managerial	30.14	3.2	40.6	31.11	4.3	41.0	28.27	5.1	39.9
Sales	11.94	7.7	29.8	11.95	7.8	29.8	—	—	—
Administrative support	13.41	1.9	36.9	13.04	2.1	37.5	14.77	3.3	34.8
Blue-collar occupations ⁵	16.95	2.1	38.4	16.93	2.3	38.5	17.32	1.3	36.3
Precision production, craft, and repair	20.61	2.9	40.2	20.79	3.1	40.2	18.37	1.8	40.0
Machine operators, assemblers, and inspectors	16.82	1.6	39.9	16.82	1.6	39.9	—	—	—
Transportation and material moving	15.59	4.0	33.4	15.16	5.3	33.4	16.81	1.9	33.3
Handlers, equipment cleaners, helpers, and laborers	11.32	5.1	35.0	10.87	5.6	34.8	16.71	4.3	38.8
Service occupations ⁵	11.94	5.1	31.5	10.05	5.8	30.0	16.80	6.3	36.0
Full time	18.94	1.8	39.7	18.08	2.1	39.8	22.76	3.4	39.0
Part time	11.84	16.6	21.1	11.89	18.6	21.6	11.45	3.6	17.7
Union	20.40	2.3	37.7	19.11	2.7	37.8	23.28	2.9	37.3
Nonunion	17.09	3.0	35.2	16.68	3.4	35.4	20.29	5.0	34.1
Time	18.05	2.4	35.8	17.22	2.9	35.8	21.92	3.2	35.8
Incentive	21.15	4.8	44.2	21.15	4.8	44.2	—	—	—
Establishment characteristics:									
Goods producing	(⁶)	(⁶)	(⁶)	19.25	2.2	40.0	(⁶)	(⁶)	(⁶)
Service producing	(⁶)	(⁶)	(⁶)	15.74	5.2	33.3	(⁶)	(⁶)	(⁶)
50-99 workers ⁷	14.00	4.7	34.1	13.99	4.7	34.1	—	—	—
100-499 workers	17.53	5.4	34.8	16.56	6.9	34.8	22.92	3.0	34.5
500 workers or more	20.00	2.2	37.5	19.47	1.9	38.0	21.58	5.3	36.3

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

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

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

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

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

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

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

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

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

Table 2-1. Mean hourly earnings,¹ all workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Dayton-Springfield, OH, July 2002

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
All	\$18.10	2.4	\$17.30	2.8	\$21.92	3.2
All excluding sales	18.47	2.7	17.69	3.3	21.96	3.3
White collar	20.84	2.6	19.68	3.3	24.77	4.5
White collar excluding sales	22.02	3.1	21.04	4.0	24.84	4.6
Professional specialty and technical	25.71	4.9	24.45	6.8	29.21	4.8
Professional specialty	27.69	5.6	26.71	8.6	29.62	4.8
Engineers, architects, and surveyors	37.81	11.7	37.81	11.7	—	—
Engineers, n.e.c.	30.74	1.5	30.74	1.5	—	—
Mathematical and computer scientists	27.21	10.0	27.01	10.3	—	—
Computer systems analysts and scientists	28.80	9.0	28.62	9.4	—	—
Natural scientists	25.58	10.9	—	—	—	—
Health related	23.01	3.8	23.10	3.9	21.33	8.6
Registered nurses	22.29	.6	22.33	.5	—	—
Therapists, n.e.c.	16.28	2.8	16.28	2.8	—	—
Teachers, college and university	31.55	16.1	—	—	35.43	5.7
Other post-secondary teachers	24.01	9.1	—	—	—	—
Teachers, except college and university	30.82	4.6	23.89	30.7	31.93	2.6
Elementary school teachers	32.65	3.0	—	—	33.38	2.9
Secondary school teachers	32.94	3.9	—	—	33.00	4.0
Teachers, special education	30.80	1.2	—	—	30.80	1.2
Substitute teachers	10.26	3.4	—	—	10.29	3.5
Vocational and educational counselors	33.22	18.4	—	—	—	—
Librarians, archivists, and curators	26.34	8.6	—	—	—	—
Librarians	26.34	8.6	—	—	—	—
Social scientists and urban planners	23.07	12.3	—	—	—	—
Social, recreation, and religious workers	19.15	10.2	18.84	15.5	19.48	11.9
Social workers	17.96	10.2	16.02	17.0	19.48	11.9
Lawyers and judges	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	24.75	5.7	24.01	5.8	—	—
Technical	19.42	3.6	19.56	3.7	15.39	3.3
Licensed practical nurses	16.27	2.1	16.24	2.3	—	—
Health technologists and technicians, n.e.c.	17.23	14.0	17.23	14.1	—	—
Engineering technicians, n.e.c.	18.62	6.2	18.62	6.2	—	—
Technical and related, n.e.c.	19.49	11.6	19.93	11.9	—	—
Executive, administrative, and managerial	30.14	3.2	31.11	4.3	28.27	5.1
Executives, administrators, and managers	32.84	4.2	33.49	4.9	31.53	8.6
Administrators and officials, public administration	31.41	18.9	—	—	32.27	22.0
Financial managers	22.50	12.0	22.50	12.0	—	—
Managers, marketing, advertising, and public relations	34.34	5.3	34.34	5.3	—	—
Administrators, education and related fields	32.75	10.1	35.20	10.0	31.65	13.5
Managers and administrators, n.e.c.	35.63	6.7	38.14	5.8	—	—
Management related	23.43	6.8	24.88	9.6	20.95	7.0
Accountants and auditors	23.16	4.3	—	—	—	—
Other financial officers	20.95	16.3	—	—	—	—
Management related, n.e.c.	21.69	25.8	26.17	29.2	—	—
Sales	11.94	7.7	11.95	7.8	—	—
Supervisors, sales	13.91	7.9	13.91	7.9	—	—
Sales workers, other commodities	8.16	1.7	8.16	1.7	—	—
Cashiers	8.68	2.8	8.58	2.6	—	—
Administrative support, including clerical	13.41	1.9	13.04	2.1	14.77	3.3
Secretaries	14.75	3.0	14.40	3.7	15.79	5.8
Receptionists	9.87	4.1	9.87	4.1	—	—
Order clerks	11.70	4.5	11.70	4.5	—	—
Library clerks	9.26	8.2	—	—	9.26	8.2
Records clerks, n.e.c.	10.52	4.3	10.52	4.3	—	—
Bookkeepers, accounting and auditing clerks	11.84	5.7	10.67	4.6	—	—
Dispatchers	19.42	7.9	—	—	—	—
Traffic, shipping and receiving clerks	13.46	9.5	13.46	9.5	—	—
Investigators and adjusters, except insurance	12.54	9.7	—	—	—	—

See footnotes at end of table.

Table 2-1. Mean hourly earnings,¹ all workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Dayton-Springfield, OH, July 2002 — Continued

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
White collar –Continued						
Administrative support, including clerical –Continued						
General office clerks	\$11.75	5.0	\$11.44	6.6	\$12.62	6.2
Teachers' aides	13.78	19.4	–	–	13.78	19.4
Administrative support, n.e.c.	14.37	5.5	13.57	9.3	15.51	3.5
Blue collar	16.95	2.1	16.93	2.3	17.32	1.3
Precision production, craft, and repair						
Industrial machinery repairers	20.61	2.9	20.79	3.1	18.37	1.8
Electricians	22.07	3.5	22.07	3.5	–	–
Plumbers, pipefitters and steamfitters	26.15	3.0	26.15	3.0	–	–
Supervisors, production	25.15	6.9	25.15	6.9	–	–
Tool and die makers	23.70	1.6	23.70	1.6	–	–
Machinists	21.40	9.5	21.40	9.5	–	–
Electrical and electronic equipment assemblers ..	18.10	2.4	18.10	2.4	–	–
.....	10.63	.0	10.63	.0	–	–
Machine operators, assemblers, and inspectors						
Punching and stamping press operators	16.82	1.6	16.82	1.6	–	–
Printing press operators	13.12	13.7	13.12	13.7	–	–
Painting and paint spraying machine operators ...	17.65	4.3	17.65	4.3	–	–
Miscellaneous machine operators, n.e.c.	15.03	8.3	15.03	8.3	–	–
Assemblers	15.55	16.4	15.55	16.4	–	–
Production inspectors, checkers and examiners ..	18.26	5.7	18.26	5.7	–	–
.....	13.42	3.5	13.42	3.5	–	–
Transportation and material moving						
Truck drivers	15.59	4.0	15.16	5.3	16.81	1.9
Bus drivers	18.30	4.7	17.84	4.6	–	–
Industrial truck and tractor equipment operators ..	14.70	3.7	–	–	14.70	3.7
.....	15.76	5.4	15.76	5.4	–	–
Handlers, equipment cleaners, helpers, and laborers						
Stock handlers and baggers	11.32	5.1	10.87	5.6	16.71	4.3
Freight, stock, and material handlers, n.e.c.	10.52	5.8	10.52	5.8	–	–
Laborers, except construction, n.e.c.	10.13	4.3	10.13	4.3	–	–
.....	13.99	14.4	–	–	–	–
Service						
Protective service	11.94	5.1	10.05	5.8	16.80	6.3
Firefighting	18.76	8.0	–	–	20.28	5.2
Police and detectives, public service	19.19	2.0	–	–	19.19	2.0
Guards and police, except public service	22.99	2.4	–	–	22.99	2.4
.....	13.59	8.1	–	–	–	–
Food service	8.60	6.4	8.45	6.9	10.58	1.8
Other food service	8.60	6.4	8.45	6.9	10.58	1.8
Cooks	8.07	8.3	7.82	9.0	–	–
Kitchen workers, food preparation	9.77	8.1	–	–	–	–
Food preparation, n.e.c.	7.35	9.1	7.03	7.7	9.82	3.8
Health service	10.41	3.2	10.13	3.5	–	–
Health aides, except nursing	10.99	4.5	–	–	–	–
Nursing aides, orderlies and attendants	9.78	1.4	9.69	1.3	–	–
Cleaning and building service	13.89	10.5	14.06	17.0	13.62	1.9
Janitors and cleaners	14.10	11.6	14.80	18.5	13.05	2.9
Personal service	10.61	5.3	10.27	4.3	11.94	11.2

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

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

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

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

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

Table 2-2. Mean hourly earnings,¹ full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Dayton-Springfield, OH, July 2002

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
All	\$18.94	1.8	\$18.08	2.1	\$22.76	3.4
All excluding sales	19.22	2.0	18.37	2.3	22.79	3.4
White collar	21.61	2.2	20.29	2.3	25.70	5.1
White collar excluding sales	22.52	2.3	21.33	2.5	25.75	5.1
Professional specialty and technical	25.46	3.4	23.75	4.2	29.93	5.1
Professional specialty	27.42	3.9	25.84	5.7	30.22	5.1
Engineers, architects, and surveyors	32.93	5.4	32.93	5.4	—	—
Engineers, n.e.c.	30.74	1.5	30.74	1.5	—	—
Mathematical and computer scientists	27.21	10.0	27.01	10.3	—	—
Computer systems analysts and scientists	28.80	9.0	28.62	9.4	—	—
Natural scientists	—	—	—	—	—	—
Health related	22.92	4.5	23.02	4.7	21.33	8.6
Registered nurses	22.30	.9	22.34	.7	—	—
Teachers, college and university	31.97	16.7	—	—	—	—
Other post-secondary teachers	24.53	9.7	—	—	—	—
Teachers, except college and university	31.65	4.8	23.98	31.3	32.91	2.7
Elementary school teachers	32.65	3.0	—	—	33.38	2.9
Secondary school teachers	33.07	3.5	—	—	33.12	3.6
Teachers, special education	30.80	1.2	—	—	30.80	1.2
Vocational and educational counselors	33.22	18.4	—	—	—	—
Librarians, archivists, and curators	26.34	8.6	—	—	—	—
Librarians	26.34	8.6	—	—	—	—
Social scientists and urban planners	—	—	—	—	—	—
Social, recreation, and religious workers	19.56	9.1	19.64	13.1	19.48	11.9
Social workers	18.39	8.7	16.83	13.9	19.48	11.9
Lawyers and judges	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	24.82	5.7	24.09	5.9	—	—
Technical	19.58	3.7	19.67	3.7	—	—
Licensed practical nurses	16.20	2.8	—	—	—	—
Health technologists and technicians, n.e.c.	17.34	14.0	17.34	14.0	—	—
Engineering technicians, n.e.c.	18.62	6.2	18.62	6.2	—	—
Technical and related, n.e.c.	19.93	11.9	19.93	11.9	—	—
Executive, administrative, and managerial	30.15	3.2	31.13	4.3	28.27	5.1
Executives, administrators, and managers	32.84	4.2	33.49	4.9	31.53	8.6
Administrators and officials, public administration	31.41	18.9	—	—	32.27	22.0
Financial managers	22.50	12.0	22.50	12.0	—	—
Managers, marketing, advertising, and public relations	34.34	5.3	34.34	5.3	—	—
Administrators, education and related fields	32.75	10.1	35.20	10.0	31.65	13.5
Managers and administrators, n.e.c.	35.63	6.7	38.14	5.8	—	—
Management related	23.45	6.9	24.91	9.7	20.95	7.0
Accountants and auditors	23.16	4.3	—	—	—	—
Other financial officers	20.95	16.3	—	—	—	—
Management related, n.e.c.	21.69	25.8	26.17	29.2	—	—
Sales	13.32	10.5	13.33	10.6	—	—
Supervisors, sales	13.91	7.9	13.91	7.9	—	—
Cashiers	9.95	3.4	9.73	3.4	—	—
Administrative support, including clerical	14.05	2.3	13.65	2.6	15.46	4.4
Secretaries	15.89	3.8	15.93	4.9	15.79	5.8
Receptionists	9.87	4.1	9.87	4.1	—	—
Order clerks	13.16	10.5	13.16	10.5	—	—
Records clerks, n.e.c.	10.52	4.3	10.52	4.3	—	—
Bookkeepers, accounting and auditing clerks	11.88	6.0	10.65	4.8	—	—
Traffic, shipping and receiving clerks	13.46	9.5	13.46	9.5	—	—
Investigators and adjusters, except insurance	12.54	9.7	—	—	—	—
General office clerks	12.06	6.8	11.79	9.0	12.86	8.1
Administrative support, n.e.c.	14.46	5.9	13.71	10.3	15.51	3.5
Blue collar	17.46	2.1	17.43	2.2	17.78	.7

See footnotes at end of table.

Table 2-2. Mean hourly earnings,¹ full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Dayton-Springfield, OH, July 2002 — Continued

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
Blue collar —Continued						
Precision production, craft, and repair	\$20.61	2.9	\$20.79	3.1	\$18.37	1.8
Industrial machinery repairers	22.07	3.5	22.07	3.5	—	—
Electricians	26.15	3.0	26.15	3.0	—	—
Plumbers, pipefitters and steamfitters	25.15	6.9	25.15	6.9	—	—
Supervisors, production	23.70	1.6	23.70	1.6	—	—
Tool and die makers	21.40	9.5	21.40	9.5	—	—
Machinists	18.10	2.4	18.10	2.4	—	—
Electrical and electronic equipment assemblers ..	10.63	.0	10.63	.0	—	—
Machine operators, assemblers, and inspectors	16.82	1.6	16.82	1.6	—	—
Punching and stamping press operators	13.12	13.7	13.12	13.7	—	—
Printing press operators	17.65	4.3	17.65	4.3	—	—
Painting and paint spraying machine operators ...	15.03	8.3	15.03	8.3	—	—
Miscellaneous machine operators, n.e.c.	15.61	16.8	15.61	16.8	—	—
Assemblers	18.26	5.7	18.26	5.7	—	—
Production inspectors, checkers and examiners ..	13.42	3.5	13.42	3.5	—	—
Transportation and material moving	16.86	3.3	16.58	4.6	17.58	1.3
Truck drivers	18.34	4.8	17.89	4.7	—	—
Industrial truck and tractor equipment operators ..	15.81	8.1	15.81	8.1	—	—
Handlers, equipment cleaners, helpers, and laborers	12.32	6.3	11.80	7.1	17.05	2.2
Stock handlers and baggers	12.08	6.9	12.08	6.9	—	—
Laborers, except construction, n.e.c.	14.06	15.5	—	—	—	—
Service	13.36	5.0	11.29	5.8	17.41	5.7
Protective service	19.82	5.4	—	—	20.28	5.2
Firefighting	19.19	2.0	—	—	19.19	2.0
Police and detectives, public service	22.99	2.4	—	—	22.99	2.4
Guards and police, except public service	13.59	8.1	—	—	—	—
Food service	10.44	3.1	10.33	2.9	—	—
Other food service	10.44	3.1	10.33	2.9	—	—
Cooks	9.74	5.8	9.31	6.6	—	—
Health service	10.53	4.2	10.25	4.5	—	—
Health aides, except nursing	11.14	6.8	—	—	—	—
Nursing aides, orderlies and attendants	9.81	1.2	9.70	.5	—	—
Cleaning and building service	14.11	10.5	14.45	17.2	13.62	1.9
Janitors and cleaners	14.21	11.6	15.01	18.5	13.05	2.9
Personal service	10.96	5.4	—	—	—	—

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

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

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

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

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

Table 2-3. Mean hourly earnings,¹ part-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Dayton-Springfield, OH, July 2002

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
All	\$11.84	16.6	\$11.89	18.6	\$11.45	3.6
All excluding sales	12.39	18.2	12.51	20.6	11.52	3.5
White collar	15.23	20.8	15.77	22.6	11.46	5.1
White collar excluding sales	17.63	21.7	18.79	23.2	11.59	4.9
Professional specialty and technical	28.66	23.4	31.24	22.6	13.30	8.9
Professional specialty	30.31	23.2	32.85	21.9	12.91	12.2
Engineers, architects, and surveyors	-	-	-	-	-	-
Natural scientists	-	-	-	-	-	-
Health related	23.38	5.4	23.38	5.4	-	-
Registered nurses	22.27	1.2	22.27	1.2	-	-
Teachers, college and university	20.99	3.7	-	-	-	-
Teachers, except college and university	12.92	12.6	-	-	12.45	14.0
Substitute teachers	10.26	3.4	-	-	10.29	3.5
Social scientists and urban planners	-	-	-	-	-	-
Social, recreation, and religious workers	-	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	-	-	-	-	-	-
Technical	15.41	4.3	15.68	4.8	-	-
Executive, administrative, and managerial	-	-	-	-	-	-
Management related	-	-	-	-	-	-
Sales	7.79	3.1	7.80	3.1	-	-
Cashiers	7.66	4.7	7.71	4.6	-	-
Administrative support, including clerical	10.42	2.7	10.37	3.1	10.66	4.0
Secretaries	11.52	8.1	11.52	8.1	-	-
General office clerks	11.02	1.3	-	-	-	-
Blue collar	10.15	3.7	9.76	3.6	13.67	2.7
Machine operators, assemblers, and inspectors	-	-	-	-	-	-
Transportation and material moving	12.23	9.4	11.75	11.4	14.07	1.8
Bus drivers	14.07	1.8	-	-	14.07	1.8
Handlers, equipment cleaners, helpers, and laborers	8.41	3.8	8.43	3.8	-	-
Stock handlers and baggers	6.61	6.3	6.61	6.3	-	-
Service	7.34	3.5	7.10	2.8	9.59	4.5
Protective service	-	-	-	-	-	-
Food service	6.81	1.7	6.59	.3	9.42	3.8
Other food service	6.81	1.7	6.59	.3	9.42	3.8
Food preparation, n.e.c.	6.92	5.3	-	-	9.52	3.9
Health service	9.79	4.1	9.46	3.4	-	-
Nursing aides, orderlies and attendants	9.64	4.8	9.64	4.8	-	-
Cleaning and building service	-	-	-	-	-	-
Personal service	8.27	6.6	-	-	-	-

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

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

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

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

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

Table 3-1. Mean weekly earnings,¹ full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Dayton-Springfield, OH, July 2002

Occupation ³	Total			Private industry			State and local government		
	Weekly earnings		Mean weekly hours ⁵	Weekly earnings		Mean weekly hours ⁵	Weekly earnings		Mean weekly hours ⁵
	Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)	
All	\$751	1.8	39.7	\$720	2.1	39.8	\$888	3.4	39.0
All excluding sales	761	2.0	39.6	730	2.3	39.7	889	3.4	39.0
White collar	856	2.2	39.6	812	2.4	40.0	986	4.7	38.4
White collar excluding sales	889	2.2	39.5	851	2.3	39.9	988	4.8	38.4
Professional specialty and technical	997	3.2	39.2	947	4.1	39.9	1,121	4.8	37.4
Professional specialty	1,068	3.9	39.0	1,031	5.6	39.9	1,130	4.8	37.4
Engineers, architects, and surveyors	1,317	5.4	40.0	1,317	5.4	40.0	-	-	-
Engineers, n.e.c.	1,229	1.5	40.0	1,229	1.5	40.0	-	-	-
Mathematical and computer scientists	1,088	10.0	40.0	1,080	10.3	40.0	-	-	-
Computer systems analysts and scientists	1,152	9.0	40.0	1,145	9.4	40.0	-	-	-
Natural scientists	-	-	-	-	-	-	-	-	-
Health related	890	4.5	38.8	893	4.7	38.8	853	8.6	40.0
Registered nurses	864	1.2	38.7	864	1.2	38.7	-	-	-
Teachers, college and university Other post-secondary teachers	1,337	19.7	41.8	-	-	-	-	-	-
Teachers, except college and university	1,126	3.2	45.9	-	-	-	-	-	-
Elementary school teachers ...	1,173	5.0	37.1	936	30.9	39.0	1,209	3.5	36.7
Secondary school teachers	1,198	3.6	36.7	-	-	-	1,224	3.6	36.7
Teachers, special education ...	1,217	4.2	36.8	-	-	-	1,218	4.3	36.8
Vocational and educational counselors	1,136	.0	36.9	-	-	-	1,136	.0	36.9
Librarians, archivists, and curators	1,317	18.7	39.7	-	-	-	-	-	-
Librarians	1,014	7.5	38.5	-	-	-	-	-	-
Social scientists and urban planners	1,014	7.5	38.5	-	-	-	-	-	-
Social, recreation, and religious workers	-	-	-	-	-	-	-	-	-
Social workers	775	8.4	39.6	771	12.0	39.3	779	11.9	40.0
Lawyers and judges	736	8.7	40.0	673	13.9	40.0	779	11.9	40.0
Writers, authors, entertainers, athletes, and professionals, n.e.c.	-	-	-	-	-	-	-	-	-
Technical	988	5.8	39.8	958	5.9	39.8	-	-	-
Licensed practical nurses	780	3.9	39.8	783	4.0	39.8	-	-	-
Health technologists and technicians, n.e.c.	614	3.9	37.9	-	-	-	-	-	-
Engineering technicians, n.e.c.	693	14.1	40.0	693	14.1	40.0	-	-	-
Technical and related, n.e.c. ...	769	6.4	41.3	769	6.4	41.3	-	-	-
Technical and related, n.e.c. ...	796	11.9	39.9	796	11.9	39.9	-	-	-
Executive, administrative, and managerial	1,225	3.6	40.6	1,277	5.2	41.0	1,129	5.2	39.9
Executives, administrators, and managers	1,348	5.4	41.0	1,387	6.9	41.4	1,272	9.2	40.3
Administrators and officials, public administration	1,256	18.9	40.0	-	-	-	1,291	22.0	40.0
Financial managers	880	10.9	39.1	880	10.9	39.1	-	-	-
Managers, marketing, advertising, and public relations	1,452	8.3	42.3	1,452	8.3	42.3	-	-	-
Administrators, education and related fields	1,340	10.3	40.9	1,555	7.2	44.2	1,254	12.6	39.6
Managers and administrators, n.e.c.	1,512	9.0	42.4	1,625	8.8	42.6	-	-	-
Management related	930	6.9	39.7	997	9.7	40.0	818	6.2	39.1
Accountants and auditors	892	3.3	38.5	-	-	-	-	-	-

See footnotes at end of table.

Table 3-1. Mean weekly earnings,¹ full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Dayton-Springfield, OH, July 2002 — Continued

Occupation ³	Total			Private industry			State and local government		
	Weekly earnings		Mean weekly hours ⁵	Weekly earnings		Mean weekly hours ⁵	Weekly earnings		Mean weekly hours ⁵
	Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)	
White collar —Continued									
Executive, administrative, and managerial —Continued									
Management related —Continued									
Other financial officers	\$843	16.5	40.2	—	—	—	—	—	—
Management related, n.e.c.	859	25.9	39.6	\$1,031	29.7	39.4	—	—	—
Sales	544	12.9	40.8	545	13.1	40.9	—	—	—
Supervisors, sales	595	9.5	42.8	595	9.5	42.8	—	—	—
Cashiers	385	5.7	38.8	376	6.2	38.6	—	—	—
Administrative support, including clerical	554	2.3	39.4	539	2.7	39.5	\$604	4.8	39.1
Secretaries	626	3.5	39.4	628	4.3	39.4	623	6.1	39.4
Receptionists	394	4.1	39.9	394	4.1	39.9	—	—	—
Order clerks	516	12.0	39.2	516	12.0	39.2	—	—	—
Records clerks, n.e.c.	411	3.8	39.0	411	3.8	39.0	—	—	—
Bookkeepers, accounting and auditing clerks	465	6.9	39.2	414	6.1	38.9	—	—	—
Traffic, shipping and receiving clerks	538	9.5	40.0	538	9.5	40.0	—	—	—
Investigators and adjusters, except insurance	502	9.7	40.0	—	—	—	—	—	—
General office clerks	469	6.3	38.9	455	8.3	38.6	511	7.7	39.7
Administrative support, n.e.c.	579	5.9	40.0	549	10.3	40.0	620	3.5	40.0
Blue collar	697	2.2	39.9	696	2.3	39.9	703	1.4	39.5
Precision production, craft, and repair	829	2.9	40.2	836	3.1	40.2	735	1.8	40.0
Industrial machinery repairers	883	3.5	40.0	883	3.5	40.0	—	—	—
Electricians	1,046	3.0	40.0	1,046	3.0	40.0	—	—	—
Plumbers, pipefitters and steamfitters	1,006	6.9	40.0	1,006	6.9	40.0	—	—	—
Supervisors, production	965	2.7	40.7	965	2.7	40.7	—	—	—
Tool and die makers	856	9.5	40.0	856	9.5	40.0	—	—	—
Machinists	724	2.4	40.0	724	2.4	40.0	—	—	—
Electrical and electronic equipment assemblers	425	.0	40.0	425	.0	40.0	—	—	—
Machine operators, assemblers, and inspectors	672	1.7	40.0	672	1.7	40.0	—	—	—
Punching and stamping press operators	525	13.7	40.0	525	13.7	40.0	—	—	—
Printing press operators	698	3.5	39.5	698	3.5	39.5	—	—	—
Painting and paint spraying machine operators	601	8.3	40.0	601	8.3	40.0	—	—	—
Miscellaneous machine operators, n.e.c.	623	16.9	39.9	623	16.9	39.9	—	—	—
Assemblers	730	5.7	40.0	730	5.7	40.0	—	—	—
Production inspectors, checkers and examiners ...	537	3.5	40.0	537	3.5	40.0	—	—	—
Transportation and material moving	664	4.3	39.4	657	5.9	39.6	684	3.6	38.9
Truck drivers	744	6.1	40.6	730	7.0	40.8	—	—	—
Industrial truck and tractor equipment operators	632	8.1	40.0	632	8.1	40.0	—	—	—
Handlers, equipment cleaners, helpers, and laborers	484	7.6	39.3	463	8.5	39.2	682	2.2	40.0
Stock handlers and baggers ...	483	6.9	40.0	483	6.9	40.0	—	—	—

See footnotes at end of table.

Table 3-1. Mean weekly earnings,¹ full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Dayton-Springfield, OH, July 2002 — Continued

Occupation ³	Total			Private industry			State and local government		
	Weekly earnings		Mean weekly hours ⁵	Weekly earnings		Mean weekly hours ⁵	Weekly earnings		Mean weekly hours ⁵
	Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)	
Blue collar —Continued									
Handlers, equipment cleaners, helpers, and laborers —Continued									
Laborers, except construction, n.e.c.	\$562	15.5	40.0	—	—	—	—	—	—
Service	522	5.4	39.0	\$432	6.1	38.3	\$707	6.8	40.6
Protective service	836	6.5	42.2	—	—	—	859	6.3	42.3
Firefighting	963	2.5	50.2	—	—	—	963	2.5	50.2
Police and detectives, public service	919	2.4	40.0	—	—	—	919	2.4	40.0
Guards and police, except public service	544	8.1	40.0	—	—	—	—	—	—
Food service	384	3.9	36.8	380	3.9	36.8	—	—	—
Other food service	384	3.9	36.8	380	3.9	36.8	—	—	—
Cooks	368	8.7	37.8	354	10.3	38.0	—	—	—
Health service	406	4.9	38.5	394	5.4	38.4	—	—	—
Health aides, except nursing ..	429	8.7	38.5	—	—	—	—	—	—
Nursing aides, orderlies and attendants	375	2.6	38.2	370	2.7	38.1	—	—	—
Cleaning and building service	558	10.6	39.5	571	17.3	39.6	538	2.3	39.5
Janitors and cleaners	568	11.6	40.0	599	18.5	39.9	522	2.9	40.0
Personal service	420	3.9	38.4	—	—	—	—	—	—

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

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

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

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

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

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

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

Table 3-2. Mean annual earnings,¹ full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Dayton-Springfield, OH, July 2002

Occupation ³	Total			Private industry			State and local government		
	Annual earnings		Mean annual hours ⁵	Annual earnings		Mean annual hours ⁵	Annual earnings		Mean annual hours ⁵
	Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)	
All	\$38,002	1.8	2,007	\$37,297	2.1	2,062	\$40,755	3.4	1,790
All excluding sales	38,458	2.0	2,001	37,827	2.3	2,059	40,790	3.4	1,790
White collar	42,217	2.2	1,954	41,911	2.4	2,065	42,988	4.7	1,673
White collar excluding sales	43,617	2.2	1,937	43,876	2.3	2,057	43,045	4.8	1,672
Professional specialty and technical	47,089	3.2	1,850	48,421	4.1	2,039	44,538	4.8	1,488
Professional specialty	48,973	3.9	1,786	52,264	5.6	2,022	44,710	4.8	1,479
Engineers, architects, and surveyors	68,499	5.4	2,080	68,499	5.4	2,080	-	-	-
Engineers, n.e.c.	63,933	1.5	2,080	63,933	1.5	2,080	-	-	-
Mathematical and computer scientists	56,593	10.0	2,080	56,180	10.3	2,080	-	-	-
Computer systems analysts and scientists	59,912	9.0	2,080	59,537	9.4	2,080	-	-	-
Natural scientists	-	-	-	-	-	-	-	-	-
Health related	46,114	4.5	2,012	46,410	4.7	2,016	41,638	8.6	1,952
Registered nurses	44,903	1.2	2,014	44,941	1.2	2,012	-	-	-
Teachers, college and university Other post-secondary teachers	51,414	19.7	1,608	-	-	-	-	-	-
Teachers, except college and university	43,026	3.2	1,754	-	-	-	-	-	-
Elementary school teachers ...	44,066	5.0	1,392	41,903	30.9	1,747	44,342	3.5	1,347
Secondary school teachers	43,810	3.6	1,342	-	-	-	44,781	3.6	1,342
Teachers, special education ...	44,720	4.2	1,352	-	-	-	44,732	4.3	1,351
Vocational and educational counselors	41,839	.0	1,358	-	-	-	41,839	.0	1,358
Librarians, archivists, and curators	61,564	18.7	1,853	-	-	-	-	-	-
Librarians	52,750	7.5	2,003	-	-	-	-	-	-
Social scientists and urban planners	52,750	7.5	2,003	-	-	-	-	-	-
Social, recreation, and religious workers	-	-	-	-	-	-	-	-	-
Social workers	40,083	8.4	2,049	39,665	12.0	2,020	40,512	11.9	2,080
Lawyers and judges	38,250	8.7	2,080	35,005	13.9	2,080	40,512	11.9	2,080
Writers, authors, entertainers, athletes, and professionals, n.e.c.	-	-	-	-	-	-	-	-	-
Technical	50,280	5.8	2,026	48,476	5.9	2,012	-	-	-
Licensed practical nurses	40,561	3.9	2,072	40,737	4.0	2,072	-	-	-
Health technologists and technicians, n.e.c.	31,933	3.9	1,972	-	-	-	-	-	-
Engineering technicians, n.e.c.	36,059	14.1	2,080	36,059	14.1	2,080	-	-	-
Technical and related, n.e.c. ...	40,005	6.4	2,148	40,005	6.4	2,148	-	-	-
Executive, administrative, and managerial	41,401	11.9	2,077	41,401	11.9	2,077	-	-	-
Executives, administrators, and managers	63,202	3.6	2,096	66,393	5.2	2,133	57,383	5.2	2,030
Administrators and officials, public administration	69,295	5.4	2,110	72,112	6.9	2,153	63,967	9.2	2,029
Financial managers	65,327	18.9	2,080	-	-	-	67,123	22.0	2,080
Managers, marketing, advertising, and public relations	45,782	10.9	2,035	45,782	10.9	2,035	-	-	-
Administrators, education and related fields	75,503	8.3	2,199	75,503	8.3	2,199	-	-	-
Managers and administrators, n.e.c.	65,912	10.3	2,013	80,841	7.2	2,297	60,346	12.6	1,907
Management related	78,191	9.0	2,194	84,505	8.8	2,216	-	-	-
Accountants and auditors	48,366	6.9	2,063	51,838	9.7	2,081	42,555	6.2	2,031
	46,361	3.3	2,002	-	-	-	-	-	-

See footnotes at end of table.

Table 3-2. Mean annual earnings,¹ full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Dayton-Springfield, OH, July 2002 — Continued

Occupation ³	Total			Private industry			State and local government		
	Annual earnings		Mean annual hours ⁵	Annual earnings		Mean annual hours ⁵	Annual earnings		Mean annual hours ⁵
	Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)	
White collar —Continued									
Executive, administrative, and managerial —Continued									
Management related —Continued									
Other financial officers	\$43,834	16.5	2,092	—	—	—	—	—	—
Management related, n.e.c.	44,662	25.9	2,060	\$53,631	29.7	2,050	—	—	—
Sales	28,290	12.9	2,124	28,324	13.1	2,124	—	—	—
Supervisors, sales	30,951	9.5	2,226	30,951	9.5	2,226	—	—	—
Cashiers	20,044	5.7	2,015	19,540	6.2	2,009	—	—	—
Administrative support, including clerical	28,309	2.3	2,015	28,032	2.7	2,054	\$29,199	4.8	1,889
Secretaries	31,926	3.5	2,010	32,637	4.3	2,049	30,594	6.1	1,937
Receptionists	20,487	4.1	2,076	20,487	4.1	2,076	—	—	—
Order clerks	26,845	12.0	2,040	26,845	12.0	2,040	—	—	—
Records clerks, n.e.c.	21,360	3.8	2,030	21,360	3.8	2,030	—	—	—
Bookkeepers, accounting and auditing clerks	24,189	6.9	2,036	21,549	6.1	2,022	—	—	—
Traffic, shipping and receiving clerks	27,988	9.5	2,080	27,988	9.5	2,080	—	—	—
Investigators and adjusters, except insurance	26,081	9.7	2,080	—	—	—	—	—	—
General office clerks	24,217	6.3	2,008	23,665	8.3	2,007	25,827	7.7	2,008
Administrative support, n.e.c.	29,747	5.9	2,057	28,522	10.3	2,080	31,402	3.5	2,025
Blue collar	36,195	2.2	2,074	36,203	2.3	2,076	36,086	1.4	2,030
Precision production, craft, and repair	43,095	2.9	2,091	43,493	3.1	2,092	38,202	1.8	2,080
Industrial machinery repairers	45,904	3.5	2,080	45,904	3.5	2,080	—	—	—
Electricians	54,384	3.0	2,080	54,384	3.0	2,080	—	—	—
Plumbers, pipefitters and steamfitters	52,320	6.9	2,080	52,320	6.9	2,080	—	—	—
Supervisors, production	50,188	2.7	2,117	50,188	2.7	2,117	—	—	—
Tool and die makers	44,509	9.5	2,080	44,509	9.5	2,080	—	—	—
Machinists	37,654	2.4	2,080	37,654	2.4	2,080	—	—	—
Electrical and electronic equipment assemblers	22,116	.0	2,080	22,116	.0	2,080	—	—	—
Machine operators, assemblers, and inspectors	34,953	1.7	2,078	34,953	1.7	2,078	—	—	—
Punching and stamping press operators	27,295	13.7	2,080	27,295	13.7	2,080	—	—	—
Printing press operators	36,305	3.5	2,056	36,305	3.5	2,056	—	—	—
Painting and paint spraying machine operators	31,265	8.3	2,080	31,265	8.3	2,080	—	—	—
Miscellaneous machine operators, n.e.c.	32,417	16.9	2,077	32,417	16.9	2,077	—	—	—
Assemblers	37,976	5.7	2,080	37,976	5.7	2,080	—	—	—
Production inspectors, checkers and examiners ...	27,907	3.5	2,080	27,907	3.5	2,080	—	—	—
Transportation and material moving	34,259	4.3	2,032	34,143	5.9	2,060	34,540	3.6	1,965
Truck drivers	38,695	6.1	2,110	37,935	7.0	2,120	—	—	—
Industrial truck and tractor equipment operators	32,877	8.1	2,080	32,877	8.1	2,080	—	—	—
Handlers, equipment cleaners, helpers, and laborers	25,176	7.6	2,043	24,064	8.5	2,039	35,474	2.2	2,080
Stock handlers and baggers ...	25,116	6.9	2,080	25,116	6.9	2,080	—	—	—

See footnotes at end of table.

Table 3-2. Mean annual earnings,¹ full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Dayton-Springfield, OH, July 2002 — Continued

Occupation ³	Total			Private industry			State and local government		
	Annual earnings		Mean annual hours ⁵	Annual earnings		Mean annual hours ⁵	Annual earnings		Mean annual hours ⁵
	Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)	
Blue collar —Continued									
Handlers, equipment cleaners, helpers, and laborers —Continued									
Laborers, except construction, n.e.c.	\$29,239	15.5	2,080	—	—	—	—	—	—
Service	26,852	5.4	2,010	\$22,427	6.1	1,987	\$35,791	6.8	2,056
Protective service	43,359	6.5	2,187	—	—	—	44,660	6.3	2,202
Firefighting	50,093	2.5	2,610	—	—	—	50,093	2.5	2,610
Police and detectives, public service	47,809	2.4	2,080	—	—	—	47,809	2.4	2,080
Guards and police, except public service	27,672	8.1	2,036	—	—	—	—	—	—
Food service	19,610	3.9	1,879	19,689	3.9	1,907	—	—	—
Other food service	19,610	3.9	1,879	19,689	3.9	1,907	—	—	—
Cooks	18,711	8.7	1,921	18,318	10.3	1,969	—	—	—
Health service	21,098	4.9	2,004	20,492	5.4	1,999	—	—	—
Health aides, except nursing ..	22,309	8.7	2,003	—	—	—	—	—	—
Nursing aides, orderlies and attendants	19,482	2.6	1,985	19,250	2.7	1,984	—	—	—
Cleaning and building service	28,636	10.6	2,029	29,711	17.3	2,057	27,099	2.3	1,990
Janitors and cleaners	29,342	11.6	2,065	31,171	18.5	2,077	26,745	2.9	2,049
Personal service	21,402	3.9	1,952	—	—	—	—	—	—

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

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

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

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

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

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

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

Table 4-1. **Selected occupations¹ and levels,² all workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Dayton-Springfield, OH, July 2002**

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
All	\$18.10	2.4	\$17.30	2.8	\$21.92	3.2
All excluding sales	18.47	2.7	17.69	3.3	21.96	3.3
White collar	20.84	2.6	19.68	3.3	24.77	4.5
1	7.65	3.8	7.68	3.9	—	—
2	9.55	3.4	9.62	3.6	—	—
3	10.34	1.9	10.14	2.0	11.34	4.3
4	12.58	2.1	12.35	2.4	13.87	3.1
5	15.37	2.2	15.35	2.5	15.47	4.2
6	16.89	2.9	17.06	3.8	16.41	2.2
7	20.91	7.5	18.99	2.8	25.65	13.4
8	20.64	2.7	20.96	3.1	19.78	5.4
9	27.14	2.5	24.11	2.8	30.89	4.2
10	29.17	5.6	29.23	5.4	—	—
11	36.61	5.2	36.85	6.2	35.54	2.2
12	38.02	10.7	37.13	12.0	—	—
13	43.50	4.2	44.14	5.5	—	—
14	49.33	6.2	49.33	6.2	—	—
Not able to be leveled	23.05	11.3	23.06	11.5	—	—
White collar excluding sales	22.02	3.1	21.04	4.0	24.84	4.6
1	8.22	1.4	—	—	—	—
2	9.96	6.0	10.14	6.8	—	—
3	10.66	1.7	10.46	1.7	11.46	5.1
4	12.76	2.3	12.53	2.7	13.97	3.0
5	15.44	2.4	15.43	2.8	15.47	4.2
6	17.54	3.1	18.14	4.3	16.41	2.2
7	21.56	7.7	19.63	2.6	25.65	13.4
8	20.57	2.7	20.88	3.2	19.78	5.4
9	27.14	2.5	24.11	2.8	30.89	4.2
10	29.16	5.6	29.22	5.4	—	—
11	36.80	5.4	37.14	6.5	35.54	2.2
12	38.02	10.7	37.13	12.0	—	—
13	43.50	4.2	44.14	5.5	—	—
14	49.33	6.2	49.33	6.2	—	—
Not able to be leveled	23.05	11.3	23.06	11.5	—	—
Professional specialty and technical	25.71	4.9	24.45	6.8	29.21	4.8
Professional specialty	27.69	5.6	26.71	8.6	29.62	4.8
5	12.56	6.7	12.94	7.0	—	—
7	24.56	15.9	17.68	5.3	29.07	11.0
8	20.47	5.1	21.31	5.5	18.53	3.9
9	27.57	2.3	24.01	3.2	31.66	3.2
10	30.37	5.6	29.11	5.7	—	—
11	38.31	7.2	38.48	7.9	—	—
12	41.52	13.2	42.11	13.9	—	—
Not able to be leveled	29.19	9.5	29.43	9.8	—	—
Engineers, architects, and surveyors	37.81	11.7	37.81	11.7	—	—
12	45.56	14.2	45.56	14.2	—	—
Engineers, n.e.c.	30.74	1.5	30.74	1.5	—	—
Mathematical and computer scientists	27.21	10.0	27.01	10.3	—	—
9	26.58	2.6	26.58	2.6	—	—
Computer systems analysts and scientists	28.80	9.0	28.62	9.4	—	—
Natural scientists	25.58	10.9	—	—	—	—
Health related	23.01	3.8	23.10	3.9	21.33	8.6
8	21.38	7.0	21.73	6.5	—	—
9	22.79	3.8	22.73	4.0	—	—
Registered nurses	22.29	.6	22.33	.5	—	—
8	22.65	5.4	23.28	2.9	—	—
9	22.43	1.8	22.34	1.8	—	—
Therapists, n.e.c.	16.28	2.8	16.28	2.8	—	—
Teachers, college and university	31.55	16.1	—	—	35.43	5.7
9	21.34	1.2	—	—	—	—
Other post-secondary teachers	24.01	9.1	—	—	—	—
Teachers, except college and university	30.82	4.6	23.89	30.7	31.93	2.6
5	11.93	5.8	—	—	—	—
7	30.77	5.2	—	—	31.67	.0

See footnotes at end of table.

Table 4-1. **Selected occupations¹ and levels,² all workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Dayton-Springfield, OH, July 2002** — Continued

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
White collar —Continued						
Professional specialty and technical —Continued						
Professional specialty —Continued						
Teachers, except college and university —Continued						
9	\$32.33	3.5	—	—	\$32.83	3.8
Elementary school teachers	32.65	3.0	—	—	33.38	2.9
9	32.06	1.7	—	—	32.95	2.3
Secondary school teachers	32.94	3.9	—	—	33.00	4.0
9	33.36	4.7	—	—	33.45	4.8
Teachers, special education	30.80	1.2	—	—	30.80	1.2
Substitute teachers	10.26	3.4	—	—	10.29	3.5
Vocational and educational counselors	33.22	18.4	—	—	—	—
Librarians, archivists, and curators	26.34	8.6	—	—	—	—
Librarians	26.34	8.6	—	—	—	—
Social scientists and urban planners	23.07	12.3	—	—	—	—
Social, recreation, and religious workers	19.15	10.2	\$18.84	15.5	19.48	11.9
9	22.76	10.0	22.11	10.5	—	—
Social workers	17.96	10.2	16.02	17.0	19.48	11.9
Lawyers and judges	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	24.75	5.7	24.01	5.8	—	—
Technical	19.42	3.6	19.56	3.7	15.39	3.3
4	13.41	8.4	13.41	8.4	—	—
6	15.85	7.5	16.05	8.3	—	—
7	20.39	2.0	20.56	1.9	—	—
8	20.15	2.4	20.52	2.2	—	—
Licensed practical nurses	16.27	2.1	16.24	2.3	—	—
Health technologists and technicians, n.e.c.	17.23	14.0	17.23	14.1	—	—
Engineering technicians, n.e.c.	18.62	6.2	18.62	6.2	—	—
Technical and related, n.e.c.	19.49	11.6	19.93	11.9	—	—
Executive, administrative, and managerial	30.14	3.2	31.11	4.3	28.27	5.1
5	15.06	9.9	—	—	—	—
7	18.80	9.4	—	—	—	—
8	21.34	7.9	19.35	4.5	—	—
9	25.37	6.5	24.20	4.1	26.51	13.1
10	27.74	6.2	29.37	7.3	—	—
11	34.71	4.2	34.53	6.5	35.03	2.8
12	36.16	10.2	34.43	10.3	—	—
14	52.17	6.4	52.17	6.4	—	—
Executives, administrators, and managers	32.84	4.2	33.49	4.9	31.53	8.6
9	25.92	8.7	23.99	4.9	28.11	17.6
10	27.17	6.8	—	—	—	—
11	35.45	4.2	34.83	6.8	36.51	.7
12	35.83	11.0	33.80	10.8	—	—
Administrators and officials, public administration	31.41	18.9	—	—	32.27	22.0
Financial managers	22.50	12.0	22.50	12.0	—	—
Managers, marketing, advertising, and public relations	34.34	5.3	34.34	5.3	—	—
Administrators, education and related fields	32.75	10.1	35.20	10.0	31.65	13.5
Managers and administrators, n.e.c.	35.63	6.7	38.14	5.8	—	—
9	23.47	5.1	23.36	7.3	—	—
Management related	23.43	6.8	24.88	9.6	20.95	7.0
5	15.41	12.6	—	—	—	—
7	18.80	9.4	—	—	—	—
8	21.34	4.4	20.71	3.6	—	—
9	23.93	2.6	—	—	—	—
Accountants and auditors	23.16	4.3	—	—	—	—
Other financial officers	20.95	16.3	—	—	—	—
Management related, n.e.c.	21.69	25.8	26.17	29.2	—	—
Sales	11.94	7.7	11.95	7.8	—	—
2	9.13	1.5	9.13	1.5	—	—
3	9.01	2.6	9.07	2.3	—	—

See footnotes at end of table.

Table 4-1. **Selected occupations¹ and levels,² all workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Dayton-Springfield, OH, July 2002 — Continued**

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
White collar —Continued						
Sales —Continued						
Supervisors, sales	\$13.91	7.9	\$13.91	7.9	—	—
Sales workers, other commodities	8.16	1.7	8.16	1.7	—	—
Cashiers	8.68	2.8	8.58	2.6	—	—
2	8.93	1.3	8.93	1.3	—	—
3	8.54	5.4	8.67	5.0	—	—
Administrative support, including clerical						
2	13.41	1.9	13.04	2.1	\$14.77	3.3
3	10.02	6.7	10.24	7.6	—	—
4	10.66	1.7	10.46	1.7	11.46	5.1
5	12.59	2.4	12.24	2.9	13.97	3.0
6	16.21	2.9	16.20	3.5	16.24	4.3
7	16.43	2.2	16.14	2.8	16.79	3.2
Not able to be leveled	19.79	5.2	19.97	3.1	19.59	10.9
Secretaries	13.80	11.4	13.80	11.4	—	—
4	14.75	3.0	14.40	3.7	15.79	5.8
5	14.34	4.8	—	—	—	—
6	13.80	3.7	—	—	—	—
7	17.11	4.9	16.88	6.5	—	—
Receptionists	19.88	3.6	—	—	—	—
Order clerks	9.87	4.1	9.87	4.1	—	—
Library clerks	11.70	4.5	11.70	4.5	—	—
Records clerks, n.e.c.	9.26	8.2	—	—	9.26	8.2
Bookkeepers, accounting and auditing clerks	10.52	4.3	10.52	4.3	—	—
4	11.84	5.7	10.67	4.6	—	—
Dispatchers	10.94	10.4	10.77	10.6	—	—
Traffic, shipping and receiving clerks	19.42	7.9	—	—	—	—
Investigators and adjusters, except insurance	13.46	9.5	13.46	9.5	—	—
General office clerks	12.54	9.7	—	—	—	—
3	11.75	5.0	11.44	6.6	12.62	6.2
4	10.31	3.5	9.87	2.1	—	—
Teachers' aides	12.35	4.6	—	—	13.84	7.0
Administrative support, n.e.c.	13.78	19.4	—	—	13.78	19.4
4	14.37	5.5	13.57	9.3	15.51	3.5
Blue collar						
1	16.95	2.1	16.93	2.3	17.32	1.3
2	8.81	9.0	8.82	9.0	—	—
3	10.87	4.0	10.76	4.1	—	—
4	16.98	2.7	16.99	2.8	—	—
5	17.70	3.0	17.85	3.3	—	—
6	16.28	4.9	16.20	5.4	16.98	1.0
7	17.69	4.6	17.65	5.8	17.82	5.1
8	22.69	2.5	23.01	2.7	19.89	2.5
8	22.18	6.6	22.18	6.6	—	—
Precision production, craft, and repair						
4	20.61	2.9	20.79	3.1	18.37	1.8
5	12.98	9.3	12.98	9.3	—	—
6	17.14	7.0	17.12	7.8	—	—
7	17.17	7.3	17.29	8.9	—	—
8	23.11	1.9	23.47	2.0	19.19	2.3
Industrial machinery repairers	22.18	6.6	22.18	6.6	—	—
7	22.07	3.5	22.07	3.5	—	—
Electricians	22.70	11.5	22.70	11.5	—	—
7	26.15	3.0	26.15	3.0	—	—
Plumbers, pipefitters and steamfitters	26.11	3.2	26.11	3.2	—	—
Supervisors, production	25.15	6.9	25.15	6.9	—	—
8	23.70	1.6	23.70	1.6	—	—
Tool and die makers	25.31	.7	25.31	.7	—	—
Machinists	21.40	9.5	21.40	9.5	—	—
Electrical and electronic equipment assemblers ..	18.10	2.4	18.10	2.4	—	—
10.63	.0	10.63	.0	—	—	
Machine operators, assemblers, and inspectors						
16.82	1.6	16.82	1.6	—	—	

See footnotes at end of table.

Table 4-1. **Selected occupations¹ and levels,² all workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Dayton-Springfield, OH, July 2002** — Continued

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Blue collar —Continued						
Machine operators, assemblers, and inspectors						
—Continued						
2	\$10.50	6.2	\$10.50	6.2	—	—
4	18.88	4.3	18.88	4.3	—	—
5	14.23	6.0	14.23	6.0	—	—
6	17.41	2.5	17.41	2.5	—	—
7	17.92	5.1	17.92	5.1	—	—
Punching and stamping press operators	13.12	13.7	13.12	13.7	—	—
Printing press operators	17.65	4.3	17.65	4.3	—	—
Painting and paint spraying machine operators ...	15.03	8.3	15.03	8.3	—	—
Miscellaneous machine operators, n.e.c.	15.55	16.4	15.55	16.4	—	—
3	14.30	9.0	14.30	9.0	—	—
Assemblers	18.26	5.7	18.26	5.7	—	—
4	19.98	6.1	19.98	6.1	—	—
Production inspectors, checkers and examiners ..	13.42	3.5	13.42	3.5	—	—
Transportation and material moving	15.59	4.0	15.16	5.3	\$16.81	1.9
3	14.03	4.5	13.50	4.5	—	—
4	16.40	4.5	—	—	—	—
5	21.37	4.7	—	—	—	—
Truck drivers	18.30	4.7	17.84	4.6	—	—
3	14.77	5.0	—	—	—	—
Bus drivers	14.70	3.7	—	—	14.70	3.7
Industrial truck and tractor equipment operators ...	15.76	5.4	15.76	5.4	—	—
3	13.73	8.2	13.73	8.2	—	—
Handlers, equipment cleaners, helpers, and laborers	11.32	5.1	10.87	5.6	16.71	4.3
1	8.56	6.6	8.57	6.6	—	—
2	11.48	3.9	11.48	3.9	—	—
3	14.09	8.0	14.09	8.0	—	—
5	16.34	2.5	—	—	—	—
Stock handlers and baggers	10.52	5.8	10.52	5.8	—	—
1	7.97	6.6	7.97	6.6	—	—
2	11.33	4.0	11.33	4.0	—	—
3	14.63	16.3	14.63	16.3	—	—
Freight, stock, and material handlers, n.e.c.	10.13	4.3	10.13	4.3	—	—
Laborers, except construction, n.e.c.	13.99	14.4	—	—	—	—
Service	11.94	5.1	10.05	5.8	16.80	6.3
1	7.70	6.4	7.42	5.2	11.01	11.8
2	10.72	13.4	10.70	14.7	10.92	8.3
3	11.46	5.4	10.80	5.6	13.34	11.7
4	11.71	5.2	11.13	5.6	13.12	2.1
5	12.47	6.1	10.52	5.9	14.43	.5
6	16.52	8.4	—	—	—	—
7	20.38	4.2	—	—	20.98	3.7
8	21.01	2.8	—	—	21.01	2.8
9	24.82	3.8	—	—	24.82	3.8
Protective service	18.76	8.0	—	—	20.28	5.2
7	21.06	4.3	—	—	21.13	4.3
9	24.82	3.8	—	—	24.82	3.8
Firefighting	19.19	2.0	—	—	19.19	2.0
Police and detectives, public service	22.99	2.4	—	—	22.99	2.4
Guards and police, except public service	13.59	8.1	—	—	—	—
Food service	8.60	6.4	8.45	6.9	10.58	1.8
1	6.83	3.7	6.74	3.5	—	—
2	8.29	2.7	8.24	2.9	—	—
3	10.12	5.7	9.84	7.6	—	—
Other food service	8.60	6.4	8.45	6.9	10.58	1.8
1	6.83	3.7	6.74	3.5	—	—
2	8.29	2.7	8.24	2.9	—	—
3	10.12	5.7	9.84	7.6	—	—
Cooks	8.07	8.3	7.82	9.0	—	—

See footnotes at end of table.

Table 4-1. **Selected occupations¹ and levels,² all workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Dayton-Springfield, OH, July 2002 — Continued**

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Service—Continued						
Food service—Continued						
Other food service—Continued						
Kitchen workers, food preparation	\$9.77	8.1	—	—	—	—
Food preparation, n.e.c.	7.35	9.1	\$7.03	7.7	\$9.82	3.8
1	6.96	8.3	—	—	—	—
2	8.15	8.8	—	—	—	—
Health service	10.41	3.2	10.13	3.5	—	—
2	9.45	.6	9.45	.6	—	—
3	10.25	2.0	10.25	2.0	—	—
Health aides, except nursing	10.99	4.5	—	—	—	—
Nursing aides, orderlies and attendants	9.78	1.4	9.69	1.3	—	—
2	9.45	.6	9.45	.6	—	—
3	10.25	2.0	10.25	2.0	—	—
Cleaning and building service	13.89	10.5	14.06	17.0	13.62	1.9
1	10.57	8.0	9.86	7.2	—	—
2	16.48	18.5	17.79	19.6	—	—
3	12.91	1.9	—	—	—	—
4	13.46	3.9	—	—	13.46	3.9
Janitors and cleaners	14.10	11.6	14.80	18.5	13.05	2.9
1	10.88	8.7	10.15	8.7	—	—
2	17.18	17.5	18.85	17.7	—	—
3	12.91	1.9	—	—	—	—
4	13.46	3.9	—	—	13.46	3.9
Personal service	10.61	5.3	10.27	4.3	11.94	11.2
1	7.09	3.6	—	—	—	—

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

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

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

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

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

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

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

Table 4-2. Selected occupations¹ and levels,² full-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Dayton-Springfield, OH, July 2002

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
All	\$18.94	1.8	\$18.08	2.1	\$22.76	3.4
All excluding sales	19.22	2.0	18.37	2.3	22.79	3.4
White collar	21.61	2.2	20.29	2.3	25.70	5.1
1	7.50	8.5	7.50	8.5	—	—
2	10.10	4.3	10.16	4.5	—	—
3	10.48	2.0	10.23	2.0	11.79	5.9
4	12.92	2.8	12.69	3.3	14.05	3.4
5	15.67	2.4	15.55	2.7	16.22	3.9
6	16.58	4.4	16.63	5.6	16.44	2.7
7	20.96	8.0	18.93	2.9	26.06	14.4
8	20.68	2.7	21.01	3.1	19.81	5.4
9	27.28	2.7	24.07	3.0	30.89	4.2
10	29.31	5.6	29.41	5.3	—	—
11	35.41	3.7	35.37	4.7	35.54	2.2
12	35.61	7.6	34.29	7.8	—	—
13	43.60	4.3	—	—	—	—
14	49.33	6.2	49.33	6.2	—	—
Not able to be leveled	23.08	11.3	23.09	11.6	—	—
White collar excluding sales	22.52	2.3	21.33	2.5	25.75	5.1
2	10.05	6.6	10.13	6.9	—	—
3	10.73	2.3	10.48	2.3	11.79	5.9
4	13.21	2.6	13.00	3.1	14.19	3.2
5	15.75	2.6	15.64	3.1	16.22	3.9
6	17.20	5.0	17.62	6.9	16.44	2.7
7	21.63	8.3	19.56	2.6	26.06	14.4
8	20.61	2.7	20.93	3.2	19.81	5.4
9	27.28	2.7	24.07	3.0	30.89	4.2
10	29.30	5.7	29.40	5.4	—	—
11	35.48	3.6	35.47	4.7	35.54	2.2
12	35.61	7.6	34.29	7.8	—	—
13	43.60	4.3	—	—	—	—
14	49.33	6.2	49.33	6.2	—	—
Not able to be leveled	23.08	11.3	23.09	11.6	—	—
Professional specialty and technical	25.46	3.4	23.75	4.2	29.93	5.1
Professional specialty	27.42	3.9	25.84	5.7	30.22	5.1
5	13.37	5.0	13.37	5.0	—	—
7	24.93	17.4	17.16	5.2	29.87	11.9
8	20.53	5.1	21.43	5.4	18.53	3.9
9	27.76	2.5	23.95	3.6	31.67	3.2
10	30.75	5.1	29.52	5.1	—	—
11	36.20	5.0	36.10	5.8	—	—
12	34.09	3.2	33.92	3.7	—	—
Not able to be leveled	29.33	9.6	29.57	10.0	—	—
Engineers, architects, and surveyors	32.93	5.4	32.93	5.4	—	—
11	37.11	7.8	37.11	7.8	—	—
Engineers, n.e.c.	30.74	1.5	30.74	1.5	—	—
Mathematical and computer scientists	27.21	10.0	27.01	10.3	—	—
9	26.58	2.6	26.58	2.6	—	—
Computer systems analysts and scientists	28.80	9.0	28.62	9.4	—	—
Natural scientists	—	—	—	—	—	—
Health related	22.92	4.5	23.02	4.7	21.33	8.6
8	21.58	6.9	21.96	6.1	—	—
9	22.20	2.4	22.10	2.5	—	—
Registered nurses	22.30	.9	22.34	.7	—	—
8	22.66	5.4	—	—	—	—
9	22.49	2.3	22.38	2.3	—	—
Teachers, college and university	31.97	16.7	—	—	—	—
Other post-secondary teachers	24.53	9.7	—	—	—	—
Teachers, except college and university	31.65	4.8	23.98	31.3	32.91	2.7
7	31.90	5.3	—	—	32.81	.0
9	32.34	3.5	—	—	32.83	3.8
Elementary school teachers	32.65	3.0	—	—	33.38	2.9
9	32.06	1.7	—	—	32.95	2.3
Secondary school teachers	33.07	3.5	—	—	33.12	3.6

See footnotes at end of table.

Table 4-2. **Selected occupations¹ and levels,² full-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Dayton-Springfield, OH, July 2002 — Continued**

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
White collar –Continued						
Professional specialty and technical –Continued						
Professional specialty –Continued						
Teachers, except college and university –Continued						
Secondary school teachers –Continued						
9	\$33.38	4.7	–	–	\$33.45	4.8
Teachers, special education	30.80	1.2	–	–	30.80	1.2
Vocational and educational counselors	33.22	18.4	–	–	–	–
Librarians, archivists, and curators	26.34	8.6	–	–	–	–
Librarians	26.34	8.6	–	–	–	–
Social scientists and urban planners	–	–	–	–	–	–
Social, recreation, and religious workers	19.56	9.1	\$19.64	13.1	19.48	11.9
9	22.76	10.0	22.11	10.5	–	–
Social workers	18.39	8.7	16.83	13.9	19.48	11.9
Lawyers and judges	–	–	–	–	–	–
Writers, authors, entertainers, athletes, and professionals, n.e.c.	24.82	5.7	24.09	5.9	–	–
Technical	19.58	3.7	19.67	3.7	–	–
4	13.39	8.5	13.39	8.5	–	–
6	15.92	9.1	15.92	9.1	–	–
7	20.40	2.1	20.57	1.9	–	–
8	20.19	2.5	20.52	2.2	–	–
Licensed practical nurses	16.20	2.8	–	–	–	–
Health technologists and technicians, n.e.c.	17.34	14.0	17.34	14.0	–	–
Engineering technicians, n.e.c.	18.62	6.2	18.62	6.2	–	–
Technical and related, n.e.c.	19.93	11.9	19.93	11.9	–	–
Executive, administrative, and managerial	30.15	3.2	31.13	4.3	28.27	5.1
5	15.04	10.0	–	–	–	–
7	18.80	9.4	–	–	–	–
8	21.34	7.9	19.35	4.5	–	–
9	25.37	6.5	24.20	4.1	26.51	13.1
10	27.74	6.2	29.37	7.3	–	–
11	34.71	4.2	34.53	6.5	35.03	2.8
12	36.16	10.2	34.43	10.3	–	–
14	52.17	6.4	52.17	6.4	–	–
Executives, administrators, and managers	32.84	4.2	33.49	4.9	31.53	8.6
9	25.92	8.7	23.99	4.9	28.11	17.6
10	27.17	6.8	–	–	–	–
11	35.45	4.2	34.83	6.8	36.51	.7
12	35.83	11.0	33.80	10.8	–	–
Administrators and officials, public administration	31.41	18.9	–	–	32.27	22.0
Financial managers	22.50	12.0	22.50	12.0	–	–
Managers, marketing, advertising, and public relations	34.34	5.3	34.34	5.3	–	–
Administrators, education and related fields	32.75	10.1	35.20	10.0	31.65	13.5
Managers and administrators, n.e.c.	35.63	6.7	38.14	5.8	–	–
9	23.47	5.1	23.36	7.3	–	–
Management related	23.45	6.9	24.91	9.7	20.95	7.0
7	18.80	9.4	–	–	–	–
8	21.34	4.4	20.71	3.6	–	–
9	23.93	2.6	–	–	–	–
Accountants and auditors	23.16	4.3	–	–	–	–
Other financial officers	20.95	16.3	–	–	–	–
Management related, n.e.c.	21.69	25.8	26.17	29.2	–	–
Sales	13.32	10.5	13.33	10.6	–	–
3	9.30	3.4	9.30	3.4	–	–
Supervisors, sales	13.91	7.9	13.91	7.9	–	–
Cashiers	9.95	3.4	9.73	3.4	–	–
Administrative support, including clerical	14.05	2.3	13.65	2.6	15.46	4.4
2	10.13	7.4	10.23	7.7	–	–
3	10.73	2.3	10.48	2.3	11.79	5.9

See footnotes at end of table.

Table 4-2. **Selected occupations¹ and levels,² full-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Dayton-Springfield, OH, July 2002 — Continued**

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
White collar –Continued						
Administrative support, including clerical –Continued						
4	\$13.12	2.7	\$12.78	3.4	\$14.19	3.2
5	16.29	2.9	16.29	3.6	16.32	3.7
6	16.43	2.2	16.14	2.8	16.79	3.2
7	19.79	5.2	19.97	3.1	19.59	10.9
Not able to be leveled	13.80	11.4	13.80	11.4	–	–
Secretaries	15.89	3.8	15.93	4.9	15.79	5.8
5	13.80	3.7	–	–	–	–
6	17.11	4.9	16.88	6.5	–	–
7	19.88	3.6	–	–	–	–
Receptionists	9.87	4.1	9.87	4.1	–	–
Order clerks	13.16	10.5	13.16	10.5	–	–
Records clerks, n.e.c.	10.52	4.3	10.52	4.3	–	–
Bookkeepers, accounting and auditing clerks	11.88	6.0	10.65	4.8	–	–
4	10.94	10.4	10.77	10.6	–	–
Traffic, shipping and receiving clerks	13.46	9.5	13.46	9.5	–	–
Investigators and adjusters, except insurance	12.54	9.7	–	–	–	–
General office clerks	12.06	6.8	11.79	9.0	12.86	8.1
3	10.29	3.3	9.78	1.7	–	–
4	13.71	6.6	–	–	–	–
Administrative support, n.e.c.	14.46	5.9	13.71	10.3	15.51	3.5
Blue collar	17.46	2.1	17.43	2.2	17.78	.7
1	9.56	12.2	9.56	12.2	–	–
2	10.76	4.1	10.77	4.2	–	–
3	17.02	2.8	17.02	2.8	–	–
4	17.85	3.4	17.98	3.6	–	–
5	16.29	4.9	16.20	5.4	17.10	1.2
6	17.69	4.6	17.65	5.8	17.82	5.1
7	22.69	2.5	23.01	2.7	19.89	2.5
8	22.18	6.6	22.18	6.6	–	–
Precision production, craft, and repair	20.61	2.9	20.79	3.1	18.37	1.8
4	12.98	9.3	12.98	9.3	–	–
5	17.14	7.0	17.12	7.8	–	–
6	17.17	7.3	17.29	8.9	–	–
7	23.11	1.9	23.47	2.0	19.19	2.3
8	22.18	6.6	22.18	6.6	–	–
Industrial machinery repairers	22.07	3.5	22.07	3.5	–	–
7	22.70	11.5	22.70	11.5	–	–
Electricians	26.15	3.0	26.15	3.0	–	–
7	26.11	3.2	26.11	3.2	–	–
Plumbers, pipefitters and steamfitters	25.15	6.9	25.15	6.9	–	–
Supervisors, production	23.70	1.6	23.70	1.6	–	–
8	25.31	.7	25.31	.7	–	–
Tool and die makers	21.40	9.5	21.40	9.5	–	–
Machinists	18.10	2.4	18.10	2.4	–	–
Electrical and electronic equipment assemblers ..	10.63	.0	10.63	.0	–	–
Machine operators, assemblers, and inspectors	16.82	1.6	16.82	1.6	–	–
2	10.50	6.2	10.50	6.2	–	–
4	18.88	4.3	18.88	4.3	–	–
5	14.23	6.0	14.23	6.0	–	–
6	17.41	2.5	17.41	2.5	–	–
7	17.92	5.1	17.92	5.1	–	–
Punching and stamping press operators	13.12	13.7	13.12	13.7	–	–
Printing press operators	17.65	4.3	17.65	4.3	–	–
Painting and paint spraying machine operators ...	15.03	8.3	15.03	8.3	–	–
Miscellaneous machine operators, n.e.c.	15.61	16.8	15.61	16.8	–	–
3	14.30	9.0	14.30	9.0	–	–
Assemblers	18.26	5.7	18.26	5.7	–	–
4	19.98	6.1	19.98	6.1	–	–
Production inspectors, checkers and examiners ..	13.42	3.5	13.42	3.5	–	–

See footnotes at end of table.

Table 4-2. **Selected occupations¹ and levels,² full-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Dayton-Springfield, OH, July 2002 — Continued**

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Blue collar —Continued						
Transportation and material moving	\$16.86	3.3	\$16.58	4.6	\$17.58	1.3
3	13.89	4.9	13.26	4.5	—	—
4	16.81	6.3	—	—	—	—
5	21.76	5.1	—	—	—	—
Truck drivers	18.34	4.8	17.89	4.7	—	—
3	14.84	5.1	—	—	—	—
Industrial truck and tractor equipment operators ..	15.81	8.1	15.81	8.1	—	—
Handlers, equipment cleaners, helpers, and laborers	12.32	6.3	11.80	7.1	17.05	2.2
1	8.75	11.3	8.75	11.3	—	—
2	11.56	4.3	11.56	4.3	—	—
3	14.09	8.0	14.09	8.0	—	—
5	16.34	2.5	—	—	—	—
Stock handlers and baggers	12.08	6.9	12.08	6.9	—	—
1	9.65	6.9	9.65	6.9	—	—
2	11.48	3.0	11.48	3.0	—	—
3	14.63	16.3	14.63	16.3	—	—
Laborers, except construction, n.e.c.	14.06	15.5	—	—	—	—
Service	13.36	5.0	11.29	5.8	17.41	5.7
1	9.46	5.8	8.98	4.5	—	—
2	11.63	14.8	11.62	16.4	—	—
3	11.72	5.6	11.01	5.6	14.18	8.2
4	11.83	5.1	11.22	5.6	13.12	2.1
5	12.44	6.4	10.52	5.9	14.52	.7
6	16.71	8.5	—	—	—	—
7	20.38	4.2	—	—	20.98	3.7
8	21.01	2.8	—	—	21.01	2.8
9	24.82	3.8	—	—	24.82	3.8
Protective service	19.82	5.4	—	—	20.28	5.2
7	21.06	4.3	—	—	21.13	4.3
9	24.82	3.8	—	—	24.82	3.8
Firefighting	19.19	2.0	—	—	19.19	2.0
Police and detectives, public service	22.99	2.4	—	—	22.99	2.4
Guards and police, except public service	13.59	8.1	—	—	—	—
Food service	10.44	3.1	10.33	2.9	—	—
1	8.18	7.4	8.18	7.4	—	—
2	8.71	2.0	—	—	—	—
Other food service	10.44	3.1	10.33	2.9	—	—
1	8.18	7.4	8.18	7.4	—	—
2	8.71	2.0	—	—	—	—
Cooks	9.74	5.8	9.31	6.6	—	—
Health service	10.53	4.2	10.25	4.5	—	—
Health aides, except nursing	11.14	6.8	—	—	—	—
Nursing aides, orderlies and attendants	9.81	1.2	9.70	.5	—	—
Cleaning and building service	14.11	10.5	14.45	17.2	13.62	1.9
1	10.97	9.0	10.23	9.5	—	—
2	16.48	18.5	17.79	19.6	—	—
3	12.91	1.9	—	—	—	—
4	13.46	3.9	—	—	13.46	3.9
Janitors and cleaners	14.21	11.6	15.01	18.5	13.05	2.9
1	11.07	9.4	—	—	—	—
2	17.18	17.5	18.85	17.7	—	—
3	12.91	1.9	—	—	—	—
4	13.46	3.9	—	—	13.46	3.9

See footnotes at end of table.

Table 4-2. **Selected occupations¹ and levels,² full-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Dayton-Springfield, OH, July 2002 — Continued**

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Service —Continued						
Personal service	\$10.96	5.4	—	—	—	—

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

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

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

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

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

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

Table 4-3. **Selected occupations¹ and levels,² part-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Dayton-Springfield, OH, July 2002**

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
All	\$11.84	16.6	\$11.89	18.6	\$11.45	3.6
All excluding sales	12.39	18.2	12.51	20.6	11.52	3.5
White collar	15.23	20.8	15.77	22.6	11.46	5.1
2	8.10	2.4	8.03	3.0	—	—
3	9.97	3.7	9.89	4.1	10.35	5.4
4	11.39	4.5	—	—	—	—
5	11.60	8.8	12.18	12.1	10.52	3.3
6	20.12	9.0	—	—	—	—
7	18.20	25.1	—	—	—	—
9	24.53	4.9	24.49	5.0	—	—
White collar excluding sales	17.63	21.7	18.79	23.2	11.59	4.9
3	10.47	1.8	10.41	1.1	10.68	6.6
4	11.39	4.5	—	—	—	—
5	11.60	8.8	12.18	12.1	10.52	3.3
6	20.12	9.0	—	—	—	—
7	18.20	25.1	—	—	—	—
9	24.53	4.9	24.49	5.0	—	—
Professional specialty and technical	28.66	23.4	31.24	22.6	13.30	8.9
Professional specialty	30.31	23.2	32.85	21.9	12.91	12.2
5	10.00	3.0	—	—	—	—
9	24.53	4.9	24.49	5.0	—	—
Engineers, architects, and surveyors	—	—	—	—	—	—
Natural scientists	—	—	—	—	—	—
Health related	23.38	5.4	23.38	5.4	—	—
9	24.56	5.0	24.56	5.0	—	—
Registered nurses	22.27	1.2	22.27	1.2	—	—
9	22.16	.2	22.16	.2	—	—
Teachers, college and university	20.99	3.7	—	—	—	—
Teachers, except college and university	12.92	12.6	—	—	12.45	14.0
Substitute teachers	10.26	3.4	—	—	10.29	3.5
Social scientists and urban planners	—	—	—	—	—	—
Social, recreation, and religious workers	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	—	—	—	—	—	—
Technical	15.41	4.3	15.68	4.8	—	—
Executive, administrative, and managerial	—	—	—	—	—	—
Management related	—	—	—	—	—	—
Sales	7.79	3.1	7.80	3.1	—	—
2	7.95	3.6	7.95	3.6	—	—
3	8.52	2.8	8.65	.0	—	—
Cashiers	7.66	4.7	7.71	4.6	—	—
2	7.56	5.1	7.56	5.1	—	—
Administrative support, including clerical	10.42	2.7	10.37	3.1	10.66	4.0
3	10.47	1.8	10.41	1.1	10.68	6.6
4	11.36	4.6	—	—	—	—
Secretaries	11.52	8.1	11.52	8.1	—	—
General office clerks	11.02	1.3	—	—	—	—
Blue collar	10.15	3.7	9.76	3.6	13.67	2.7
1	7.97	4.2	7.98	4.3	—	—
Machine operators, assemblers, and inspectors	—	—	—	—	—	—
Transportation and material moving	12.23	9.4	11.75	11.4	14.07	1.8
Bus drivers	14.07	1.8	—	—	14.07	1.8
Handlers, equipment cleaners, helpers, and laborers	8.41	3.8	8.43	3.8	—	—
1	8.36	3.9	8.38	3.9	—	—
Stock handlers and baggers	6.61	6.3	6.61	6.3	—	—
1	6.46	4.5	6.46	4.5	—	—

See footnotes at end of table.

Table 4-3. Selected occupations¹ and levels,² part-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Dayton-Springfield, OH, July 2002 — Continued

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Service	\$7.34	3.5	\$7.10	2.8	\$9.59	4.5
1	6.69	2.0	6.59	1.8	8.46	8.2
2	7.47	4.3	7.47	4.5	—	—
Protective service	—	—	—	—	—	—
Food service	6.81	1.7	6.59	.3	9.42	3.8
1	6.53	1.2	6.41	1.4	—	—
2	7.28	3.5	—	—	—	—
Other food service	6.81	1.7	6.59	.3	9.42	3.8
1	6.53	1.2	6.41	1.4	—	—
2	7.28	3.5	—	—	—	—
Food preparation, n.e.c.	6.92	5.3	—	—	9.52	3.9
1	6.66	4.5	—	—	—	—
Health service	9.79	4.1	9.46	3.4	—	—
Nursing aides, orderlies and attendants	9.64	4.8	9.64	4.8	—	—
Cleaning and building service	—	—	—	—	—	—
Personal service	8.27	6.6	—	—	—	—

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

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

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

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

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

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

Table 5-1. **Selected worker characteristics: Mean hourly earnings¹ by occupational group,² National Compensation Survey, Dayton-Springfield, OH, July 2002**

Occupational group	Private industry and State and local government					
	Full-time workers ³	Part-time workers ³	Union ⁴	Nonunion ⁴	Time ⁵	Incentive ⁵
	Mean					
All occupations	\$18.94	\$11.84	\$20.40	\$17.09	\$18.05	\$21.15
All excluding sales	19.22	12.39	20.67	17.45	18.45	20.49
White collar	21.61	15.23	24.42	20.20	20.83	22.08
White-collar excluding sales	22.52	17.63	26.09	21.26	22.02	-
Professional specialty and technical	25.46	28.66	30.20	24.56	25.71	-
Professional specialty	27.42	30.31	31.52	26.48	27.69	-
Technical	19.58	15.41	-	19.45	19.42	-
Executive, administrative, and managerial	30.15	-	-	30.60	30.14	-
Sales	13.32	7.79	8.71	12.40	10.50	22.08
Administrative support, including clerical	14.05	10.42	17.30	12.83	13.41	-
Blue collar	17.46	10.15	19.61	14.25	16.85	21.35
Precision production, craft, and repair	20.61	-	23.44	18.51	20.45	-
Machine operators, assemblers, and inspectors	16.82	-	-	12.66	16.84	-
Transportation and material moving	16.86	12.23	18.00	13.35	15.26	-
Handlers, equipment cleaners, helpers, and laborers	12.32	8.41	12.79	10.37	11.32	-
Service	13.36	7.34	16.90	9.88	11.95	-
	Relative error ⁶ (percent)					
All occupations	1.8	16.6	2.3	3.0	2.4	4.8
All excluding sales	2.0	18.2	2.3	3.5	2.7	11.2
White collar	2.2	20.8	3.9	3.0	2.6	15.8
White-collar excluding sales	2.3	21.7	3.6	3.6	3.1	-
Professional specialty and technical	3.4	23.4	4.1	6.2	4.9	-
Professional specialty	3.9	23.2	3.8	7.6	5.6	-
Technical	3.7	4.3	-	3.9	3.6	-
Executive, administrative, and managerial	3.2	-	-	3.4	3.2	-
Sales	10.5	3.1	.5	9.6	6.0	15.8
Administrative support, including clerical	2.3	2.7	3.2	2.2	1.9	-
Blue collar	2.1	3.7	2.0	3.2	2.1	11.0
Precision production, craft, and repair	2.9	-	2.2	4.2	3.1	-
Machine operators, assemblers, and inspectors	1.6	-	-	1.8	1.7	-
Transportation and material moving	3.3	9.4	5.3	6.4	3.7	-
Handlers, equipment cleaners, helpers, and laborers	6.3	3.8	8.0	5.2	5.1	-
Service	5.0	3.5	9.4	3.9	5.1	-

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

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

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

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

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

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

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

Table 5-2. Major industry division: Mean hourly earnings¹ by occupational group,² private industry, National Compensation Survey, Dayton-Springfield, OH, July 2002

Occupational group	Full-time and part-time workers									
	All private industries	Goods-producing industries ³				Service-producing industries ⁴				
		Total	Mining	Construction	Manufacturing	Total	Transportation and public utilities	Wholesale and retail trade	Finance, insurance, and real estate	Services
	Mean									
All occupations	\$17.30	\$19.25	–	\$23.07	\$19.09	\$15.74	\$17.47	–	–	\$17.45
All excluding sales	17.69	19.17	–	23.07	19.01	16.35	17.47	–	–	17.70
White collar	19.68	22.95	–	–	23.07	18.54	18.35	–	–	20.98
White-collar excluding sales	21.04	22.80	–	–	22.92	20.31	18.35	–	–	21.51
Professional specialty and technical	24.45	24.38	–	–	24.66	24.47	–	–	–	24.60
Professional specialty	26.71	28.09	–	–	28.09	26.33	–	–	–	26.46
Technical	19.56	18.71	–	–	19.10	19.92	–	–	–	19.54
Executive, administrative, and managerial	31.11	33.32	–	–	33.64	29.31	–	–	–	31.81
Sales	11.95	–	–	–	–	10.90	–	–	–	–
Administrative support, including clerical	13.04	15.92	–	–	15.92	11.76	13.14	–	–	10.94
Blue collar	16.93	17.89	–	23.97	17.60	13.97	16.87	–	–	8.89
Precision production, craft, and repair	20.79	21.60	–	25.56	21.07	18.71	19.26	–	–	13.83
Machine operators, assemblers, and inspectors	16.82	16.96	–	–	16.99	–	–	–	–	–
Transportation and material moving	15.16	16.32	–	–	15.27	14.84	17.18	–	–	–
Handlers, equipment cleaners, helpers, and laborers	10.87	13.14	–	–	12.06	9.35	–	–	–	–
Service	10.05	20.73	–	–	20.73	9.37	–	–	–	10.44
	Relative error ⁵ (percent)									
All occupations	2.8	2.2	–	0.0	2.1	5.2	7.7	–	–	7.8
All excluding sales	3.3	2.2	–	.0	2.2	6.2	7.7	–	–	9.3
White collar	3.3	2.5	–	–	2.6	4.8	10.8	–	–	4.5
White-collar excluding sales	4.0	1.6	–	–	1.6	5.9	10.8	–	–	6.9
Professional specialty and technical	6.8	6.3	–	–	6.3	8.9	–	–	–	10.2
Professional specialty	8.6	5.3	–	–	5.3	11.1	–	–	–	12.4
Technical	3.7	4.5	–	–	3.6	5.2	–	–	–	6.3
Executive, administrative, and managerial	4.3	1.4	–	–	1.1	8.4	–	–	–	8.5
Sales	7.8	–	–	–	–	5.6	–	–	–	–
Administrative support, including clerical	2.1	2.4	–	–	2.4	2.8	4.3	–	–	1.8
Blue collar	2.3	2.2	–	.0	1.5	6.2	7.8	–	–	10.2
Precision production, craft, and repair	3.1	3.7	–	.0	3.0	6.9	3.4	–	–	7.7
Machine operators, assemblers, and inspectors	1.6	1.9	–	–	1.9	–	–	–	–	–
Transportation and material moving	5.3	6.0	–	–	1.9	6.3	5.1	–	–	–
Handlers, equipment cleaners, helpers, and laborers	5.6	7.7	–	–	.5	5.5	–	–	–	–
Service	5.8	10.6	–	–	10.6	3.7	–	–	–	2.8

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

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

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

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

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

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

Table 5-3. Establishment employment size: Mean hourly earnings¹ by occupational group,² private industry, National Compensation Survey, Dayton-Springfield, OH, July 2002

Occupational group	Full-time and part-time workers				
	All private industry workers	50 - 99 workers ³	100 workers or more		
			Total	100 - 499 workers	500 workers or more
Mean					
All occupations	\$17.30	\$13.99	\$18.23	\$16.56	\$19.47
All excluding sales	17.69	13.97	18.77	17.65	19.47
White collar	19.68	19.44	19.73	19.05	20.32
White-collar excluding sales	21.04	19.95	21.28	22.88	20.32
Professional specialty and technical	24.45	23.56	24.61	25.77	23.83
Professional specialty	26.71	28.39	26.48	28.30	25.21
Technical	19.56	17.98	20.01	18.96	20.64
Executive, administrative, and managerial	31.11	28.12	32.19	32.96	31.51
Sales	11.95	14.47	11.66	11.38	—
Administrative support, including clerical	13.04	12.06	13.26	12.87	13.43
Blue collar	16.93	12.86	18.05	15.46	19.29
Precision production, craft, and repair	20.79	18.12	21.48	19.92	22.84
Machine operators, assemblers, and inspectors	16.82	11.82	17.96	13.30	19.10
Transportation and material moving	15.16	9.59	17.76	15.00	18.29
Handlers, equipment cleaners, helpers, and laborers	10.87	9.95	11.22	10.82	11.83
Service	10.05	7.87	11.51	10.51	13.82
Relative error ⁴ (percent)					
All occupations	2.8	4.7	2.7	6.9	1.9
All excluding sales	3.3	4.6	3.1	8.4	1.9
White collar	3.3	3.6	4.0	8.2	3.8
White-collar excluding sales	4.0	2.9	4.8	10.8	3.9
Professional specialty and technical	6.8	6.6	7.5	17.2	3.3
Professional specialty	8.6	7.9	9.4	20.7	3.7
Technical	3.7	10.0	4.0	6.4	6.2
Executive, administrative, and managerial	4.3	11.8	5.3	4.2	9.4
Sales	7.8	23.2	8.7	10.4	—
Administrative support, including clerical	2.1	6.0	2.6	2.5	3.6
Blue collar	2.3	5.2	1.8	7.8	2.3
Precision production, craft, and repair	3.1	6.6	3.9	7.6	4.3
Machine operators, assemblers, and inspectors	1.6	1.7	1.4	5.6	2.9
Transportation and material moving	5.3	13.6	2.2	16.2	2.6
Handlers, equipment cleaners, helpers, and laborers	5.6	12.2	6.0	10.5	2.1
Service	5.8	7.6	7.0	3.8	14.5

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

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

³ Establishments classified with 50-99 workers may contain

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

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

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

Table 6-1. Hourly wage percentiles for establishment jobs,¹ all workers:² Selected occupations, all industries, National Compensation Survey, Dayton-Springfield, OH, July 2002

Occupation ³	10	25	Median 50	75	90
All	\$8.50	\$10.90	\$16.40	\$23.04	\$29.35
All excluding sales	8.81	11.17	16.69	23.54	29.61
White collar	9.06	11.94	18.38	26.44	37.23
White collar excluding sales	10.11	13.06	19.68	27.71	37.88
Professional specialty and technical	14.83	18.38	23.42	31.65	39.58
Professional specialty	16.51	20.00	26.09	34.50	40.90
Engineers, architects, and surveyors	26.43	29.80	34.68	45.00	56.65
Engineers, n.e.c.	25.70	27.18	31.36	32.17	36.29
Mathematical and computer scientists	14.42	16.89	25.23	34.69	45.00
Computer systems analysts and scientists	15.58	19.29	25.96	35.80	45.00
Natural scientists	17.74	23.42	25.98	30.56	31.66
Health related	17.25	18.97	22.14	24.80	30.88
Registered nurses	18.00	19.29	22.25	24.35	25.91
Therapists, n.e.c.	12.00	15.72	16.59	18.02	19.55
Teachers, college and university	21.11	22.52	31.36	37.28	43.12
Other post-secondary teachers	20.63	21.11	22.45	23.67	31.81
Teachers, except college and university	17.49	23.47	32.10	38.93	41.98
Elementary school teachers	21.27	25.54	33.87	39.58	41.65
Secondary school teachers	22.16	26.78	33.82	39.58	41.61
Teachers, special education	21.09	23.39	31.31	37.90	39.00
Substitute teachers	9.79	10.00	10.00	10.43	10.43
Vocational and educational counselors	13.98	26.37	33.41	43.59	43.59
Librarians, archivists, and curators	15.99	19.35	26.90	35.45	35.45
Librarians	15.99	19.35	26.90	35.45	35.45
Social scientists and urban planners	14.00	19.08	22.14	32.27	32.27
Social, recreation, and religious workers	11.49	17.10	18.50	21.59	26.44
Social workers	11.30	16.40	17.97	19.98	22.63
Lawyers and judges	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	15.39	23.00	26.92	28.94	30.67
Technical	11.45	15.54	18.59	22.34	25.65
Licensed practical nurses	14.80	15.54	16.28	16.80	18.75
Health technologists and technicians, n.e.c.	10.50	12.24	16.10	22.34	22.34
Engineering technicians, n.e.c.	11.50	18.59	18.59	20.24	21.32
Technical and related, n.e.c.	11.04	13.79	22.98	22.98	25.34
Executive, administrative, and managerial	16.96	21.50	26.75	37.53	46.16
Executives, administrators, and managers	18.03	24.18	29.61	39.18	48.70
Administrators and officials, public administration	17.35	21.58	28.85	35.60	51.73
Financial managers	17.50	17.50	22.36	25.92	28.38
Managers, marketing, advertising, and public relations	18.88	26.25	32.55	38.56	53.04
Administrators, education and related fields	19.21	21.22	34.33	42.07	46.59
Managers and administrators, n.e.c.	18.50	23.70	35.93	42.06	53.80
Management related	15.87	17.68	22.65	25.65	34.73
Accountants and auditors	19.03	20.91	23.69	24.31	26.49
Other financial officers	15.87	15.87	18.47	24.14	33.81
Management related, n.e.c.	10.87	11.87	18.27	26.57	43.27
Sales	6.50	8.00	9.50	14.42	18.70
Supervisors, sales	9.50	11.00	14.42	15.38	17.07
Sales workers, other commodities	7.40	8.02	8.35	8.40	9.01
Cashiers	6.00	7.10	8.50	9.70	12.53
Administrative support, including clerical	8.86	10.08	12.02	15.80	20.52
Secretaries	10.26	11.38	14.25	17.29	19.74
Receptionists	8.81	8.81	9.77	10.84	11.50
Order clerks	9.10	9.97	10.16	12.29	16.67
Library clerks	6.20	8.00	10.12	10.90	11.63
Records clerks, n.e.c.	9.00	9.38	10.40	11.51	12.68
Bookkeepers, accounting and auditing clerks	8.87	9.48	10.75	14.40	16.77
Dispatchers	14.88	17.12	18.92	22.02	24.75
Traffic, shipping and receiving clerks	9.30	11.20	12.49	14.85	18.61
Investigators and adjusters, except insurance	10.71	11.00	11.30	11.83	17.00
General office clerks	8.56	9.04	11.16	13.45	14.95
Teachers' aides	8.49	9.91	11.11	13.06	26.37
Administrative support, n.e.c.	9.71	12.02	15.26	17.77	18.39

See footnotes at end of table.

Table 6-1. Hourly wage percentiles for establishment jobs,¹ all workers:² Selected occupations, all industries, National Compensation Survey, Dayton-Springfield, OH, July 2002 — Continued

Occupation ³	10	25	Median 50	75	90
Blue collar	\$9.00	\$11.60	\$16.62	\$21.47	\$25.54
Precision production, craft, and repair	12.69	16.00	19.95	25.29	28.35
Industrial machinery repairers	15.00	15.00	24.31	27.98	29.20
Electricians	21.36	24.37	28.08	28.08	28.17
Plumbers, pipefitters and steamfitters	22.20	24.03	26.66	27.25	28.75
Supervisors, production	17.23	18.67	25.24	26.70	28.39
Tool and die makers	12.66	17.91	21.50	28.35	28.35
Machinists	15.09	17.35	18.45	18.85	19.95
Electrical and electronic equipment assemblers ..	8.10	9.03	10.37	11.72	14.01
Machine operators, assemblers, and inspectors	9.64	11.75	16.35	21.60	24.82
Punching and stamping press operators	8.25	8.85	10.50	15.95	24.28
Printing press operators	12.00	15.23	18.40	20.25	22.18
Painting and paint spraying machine operators ...	11.18	11.75	12.60	17.37	21.99
Miscellaneous machine operators, n.e.c.	8.40	9.24	13.90	21.60	24.73
Assemblers	11.22	14.44	18.29	21.84	24.70
Production inspectors, checkers and examiners ..	8.33	9.88	11.75	13.83	22.02
Transportation and material moving	6.78	12.27	15.55	19.45	23.90
Truck drivers	12.25	13.51	17.28	23.90	24.45
Bus drivers	10.94	12.43	14.46	16.13	19.80
Industrial truck and tractor equipment operators ..	11.00	14.04	16.62	16.62	19.56
Handlers, equipment cleaners, helpers, and laborers	6.30	8.35	10.10	13.90	17.88
Stock handlers and baggers	5.70	7.00	10.00	12.83	15.14
Freight, stock, and material handlers, n.e.c.	8.50	8.84	9.45	11.00	11.17
Laborers, except construction, n.e.c.	10.00	11.00	14.00	16.93	17.88
Service	6.50	8.05	10.39	13.94	21.46
Protective service	11.17	15.78	19.24	23.14	25.27
Firefighting	15.14	15.90	19.94	22.51	23.42
Police and detectives, public service	19.56	21.51	22.76	24.08	27.18
Guards and police, except public service	10.40	11.17	13.22	16.69	16.77
Food service	5.95	6.35	7.55	9.58	12.65
Other food service	5.95	6.35	7.55	9.58	12.65
Cooks	6.00	6.25	7.80	8.85	11.22
Kitchen workers, food preparation	6.25	9.82	9.82	10.30	12.53
Food preparation, n.e.c.	5.65	6.10	7.00	8.50	9.46
Health service	8.00	8.97	9.95	11.77	13.71
Health aides, except nursing	8.00	8.79	10.27	12.77	14.58
Nursing aides, orderlies and attendants	7.75	8.73	9.60	10.56	11.60
Cleaning and building service	8.35	10.56	13.05	14.86	23.56
Janitors and cleaners	8.95	10.56	13.05	14.86	23.56
Personal service	8.40	8.93	10.41	12.35	13.36

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

nonproduction bonuses, and tips.

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

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

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

Table 6-2. Hourly wage percentiles for establishment jobs,¹ all workers:² Selected occupations, private industry, National Compensation Survey, Dayton-Springfield, OH, July 2002

Occupation ³	Private industry				
	10	25	Median 50	75	90
All	\$8.25	\$10.30	\$15.23	\$22.24	\$28.08
All excluding sales	8.50	10.75	16.07	22.66	28.17
White collar	8.89	11.00	17.47	24.51	34.38
White collar excluding sales	9.77	12.17	18.73	25.65	35.93
Professional specialty and technical	14.05	17.99	22.52	29.23	37.70
Professional specialty	15.58	19.29	24.42	31.61	41.79
Engineers, architects, and surveyors	26.43	29.80	34.68	45.00	56.65
Engineers, n.e.c.	25.70	27.18	31.36	32.17	36.29
Mathematical and computer scientists	14.42	16.83	25.23	34.91	45.00
Computer systems analysts and scientists	15.42	18.93	25.23	36.83	45.00
Natural scientists	—	—	—	—	—
Health related	17.39	18.97	22.28	24.89	30.88
Registered nurses	18.00	19.35	22.33	24.34	25.82
Therapists, n.e.c.	12.00	15.72	16.59	18.02	19.55
Teachers, college and university	—	—	—	—	—
Teachers, except college and university	12.76	12.76	21.05	29.76	43.59
Librarians, archivists, and curators	—	—	—	—	—
Social scientists and urban planners	—	—	—	—	—
Social, recreation, and religious workers	9.27	12.08	19.89	22.63	26.44
Social workers	9.18	11.37	17.97	19.98	21.66
Lawyers and judges	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	14.53	18.05	24.42	29.50	30.77
Technical	11.45	16.00	18.95	22.34	25.65
Licensed practical nurses	14.80	15.33	16.15	17.00	18.75
Health technologists and technicians, n.e.c.	10.50	12.19	16.10	22.34	22.34
Engineering technicians, n.e.c.	11.50	18.59	18.59	20.24	21.32
Technical and related, n.e.c.	10.97	15.24	22.98	22.98	25.34
Executive, administrative, and managerial	17.50	21.50	28.49	37.88	48.31
Executives, administrators, and managers	18.50	24.18	29.08	39.18	53.04
Financial managers	17.50	17.50	22.36	25.92	28.38
Managers, marketing, advertising, and public relations	18.88	26.25	32.55	38.56	53.04
Administrators, education and related fields	15.87	19.69	21.22	47.69	66.11
Managers and administrators, n.e.c.	18.50	27.65	35.93	46.62	55.85
Management related	15.87	16.68	22.87	30.00	40.01
Management related, n.e.c.	13.37	18.27	18.27	32.25	50.19
Sales	6.50	8.00	9.50	14.42	18.89
Supervisors, sales	9.50	11.00	14.42	15.38	17.07
Sales workers, other commodities	7.40	8.02	8.35	8.40	9.01
Cashiers	6.00	7.10	8.50	9.50	10.30
Administrative support, including clerical	8.81	9.83	11.50	14.85	21.26
Secretaries	10.26	10.36	13.80	17.29	20.31
Receptionists	8.81	8.81	9.77	10.84	11.50
Order clerks	9.10	9.97	10.16	12.29	16.67
Records clerks, n.e.c.	9.00	9.38	10.40	11.51	12.68
Bookkeepers, accounting and auditing clerks	8.65	9.30	10.20	11.00	14.02
Traffic, shipping and receiving clerks	9.30	11.20	12.49	14.85	18.61
General office clerks	8.56	8.98	10.34	12.48	14.95
Administrative support, n.e.c.	9.00	11.24	13.23	16.74	18.26
Blue collar	8.87	11.33	16.46	21.65	25.66
Precision production, craft, and repair	12.56	15.50	20.44	25.71	28.59
Industrial machinery repairers	15.00	15.00	24.31	27.98	29.20
Electricians	21.36	24.37	28.08	28.08	28.17
Plumbers, pipefitters and steamfitters	22.20	24.03	26.66	27.25	28.75
Supervisors, production	17.23	18.67	25.24	26.70	28.39
Tool and die makers	12.66	17.91	21.50	28.35	28.35
Machinists	15.09	17.35	18.45	18.85	19.95
Electrical and electronic equipment assemblers ..	8.10	9.03	10.37	11.72	14.01
Machine operators, assemblers, and inspectors	9.64	11.75	16.35	21.60	24.82

See footnotes at end of table.

Table 6-2. Hourly wage percentiles for establishment jobs,¹ all workers:² Selected occupations, private industry, National Compensation Survey, Dayton-Springfield, OH, July 2002 — Continued

Occupation ³	Private industry				
	10	25	Median 50	75	90
Blue collar –Continued					
Machine operators, assemblers, and inspectors –Continued					
Punching and stamping press operators	\$8.25	\$8.85	\$10.50	\$15.95	\$24.28
Printing press operators	12.00	15.23	18.40	20.25	22.18
Painting and paint spraying machine operators ...	11.18	11.75	12.60	17.37	21.99
Miscellaneous machine operators, n.e.c.	8.40	9.24	13.90	21.60	24.73
Assemblers	11.22	14.44	18.29	21.84	24.70
Production inspectors, checkers and examiners ..	8.33	9.88	11.75	13.83	22.02
Transportation and material moving	6.75	11.51	15.03	17.19	23.90
Truck drivers	12.24	13.51	16.21	23.90	24.45
Industrial truck and tractor equipment operators ..	11.00	14.04	16.62	16.62	19.56
Handlers, equipment cleaners, helpers, and laborers	5.70	8.25	9.87	12.53	16.99
Stock handlers and baggers	5.70	7.00	10.00	12.83	15.14
Freight, stock, and material handlers, n.e.c.	8.50	8.84	9.45	11.00	11.17
Service	6.25	7.36	9.00	11.30	13.73
Protective service	–	–	–	–	–
Food service	5.90	6.25	7.40	9.35	12.53
Other food service	5.90	6.25	7.40	9.35	12.53
Cooks	6.00	6.25	7.80	8.55	9.70
Food preparation, n.e.c.	5.60	6.00	6.75	7.80	9.06
Health service	8.00	8.80	9.86	11.50	12.42
Nursing aides, orderlies and attendants	7.75	8.73	9.60	10.50	11.60
Cleaning and building service	8.00	9.00	13.05	23.56	23.56
Janitors and cleaners	8.50	10.56	13.05	23.56	23.56
Personal service	8.40	8.93	9.70	11.54	13.00

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

nonproduction bonuses, and tips.

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

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

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

Table 6-3. Hourly wage percentiles for establishment jobs,¹ all workers:² Selected occupations, State and local government, National Compensation Survey, Dayton-Springfield, OH, July 2002

Occupation ³	State and local government				
	10	25	Median 50	75	90
All	\$11.62	\$14.86	\$19.21	\$27.18	\$37.76
All excluding sales	11.75	14.88	19.21	27.18	37.83
White collar	12.29	16.15	23.04	33.87	40.51
White collar excluding sales	12.39	16.31	23.11	33.88	40.73
Professional specialty and technical	17.10	21.58	29.34	37.28	40.73
Professional specialty	17.51	22.10	29.80	37.28	40.73
Mathematical and computer scientists	—	—	—	—	—
Natural scientists	—	—	—	—	—
Health related	16.41	17.69	20.85	23.96	24.92
Teachers, college and university	27.50	37.28	37.28	37.28	37.28
Teachers, except college and university	20.48	25.00	33.33	39.00	41.61
Elementary school teachers	22.32	26.59	35.08	39.97	42.01
Secondary school teachers	22.06	26.78	33.87	39.79	41.96
Teachers, special education	21.09	23.39	31.31	37.90	39.00
Substitute teachers	9.79	10.00	10.00	10.43	10.43
Librarians, archivists, and curators	—	—	—	—	—
Social scientists and urban planners	—	—	—	—	—
Social, recreation, and religious workers	14.74	17.10	18.07	20.34	29.34
Social workers	14.74	17.10	18.07	20.34	29.34
Writers, authors, entertainers, athletes, and professionals, n.e.c.	—	—	—	—	—
Technical	13.38	14.62	15.52	16.46	16.76
Executive, administrative, and managerial	15.55	21.58	24.31	37.40	43.85
Executives, administrators, and managers	17.48	23.70	29.83	38.28	45.08
Administrators and officials, public administration	15.38	18.03	27.34	41.15	53.22
Administrators, education and related fields	19.21	25.11	34.33	41.24	43.46
Management related	11.87	19.22	22.47	23.69	24.31
Sales	—	—	—	—	—
Administrative support, including clerical	9.83	12.18	14.63	17.20	18.92
Secretaries	12.53	14.25	16.14	17.21	18.81
Library clerks	6.20	8.00	10.12	10.90	11.63
General office clerks	8.93	11.17	12.76	13.48	14.99
Teachers' aides	8.49	9.91	11.11	13.06	26.37
Administrative support, n.e.c.	9.94	15.26	15.80	17.90	18.56
Blue collar	12.87	15.43	17.28	19.80	20.99
Precision production, craft, and repair	15.63	16.72	18.10	20.54	21.08
Transportation and material moving	11.81	13.76	17.24	19.80	20.54
Bus drivers	10.94	12.43	14.46	16.13	19.80
Handlers, equipment cleaners, helpers, and laborers	14.07	15.90	16.93	17.66	18.97
Service	10.48	12.75	15.78	21.51	24.08
Protective service	14.63	16.40	20.74	23.42	26.38
Firefighting	15.14	15.90	19.94	22.51	23.42
Police and detectives, public service	19.56	21.51	22.76	24.08	27.18
Food service	6.33	8.94	10.51	11.84	14.47
Other food service	6.33	8.94	10.51	11.84	14.47
Food preparation, n.e.c.	7.70	8.69	9.48	10.65	12.20
Health service	—	—	—	—	—

See footnotes at end of table.

Table 6-3. Hourly wage percentiles for establishment jobs,¹ all workers:² Selected occupations, State and local government, National Compensation Survey, Dayton-Springfield, OH, July 2002 — Continued

Occupation ³	State and local government				
	10	25	Median 50	75	90
Service —Continued					
Cleaning and building service	\$10.48	\$11.27	\$13.77	\$14.82	\$16.20
Janitors and cleaners	10.48	11.26	13.77	14.33	15.24
Personal service	9.34	9.36	11.47	13.88	15.59

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

nonproduction bonuses, and tips.

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

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

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

Table 6-4. Hourly wage percentiles for establishment jobs,¹ full-time workers:² Selected occupations, all industries, National Compensation Survey, Dayton-Springfield, OH, July 2002

Occupation ³	10	25	Median 50	75	90
All	\$9.33	\$11.96	\$17.28	\$23.70	\$29.95
All excluding sales	9.50	12.24	17.60	24.03	30.25
White collar	9.90	13.15	19.21	27.25	37.28
White collar excluding sales	10.84	14.50	20.52	28.36	37.87
Professional specialty and technical	15.00	18.39	23.58	31.65	38.77
Professional specialty	16.67	20.05	26.44	34.16	40.73
Engineers, architects, and surveyors	26.05	28.13	31.65	37.23	42.90
Engineers, n.e.c.	25.70	27.18	31.36	32.17	36.29
Mathematical and computer scientists	14.42	16.89	25.23	34.69	45.00
Computer systems analysts and scientists	15.58	19.29	25.96	35.80	45.00
Natural scientists	-	-	-	-	-
Health related	17.05	18.66	21.88	24.51	31.58
Registered nurses	17.75	19.09	22.15	24.50	27.11
Teachers, college and university	21.45	22.52	31.36	37.28	43.12
Other post-secondary teachers	21.11	21.54	22.45	24.07	33.33
Teachers, except college and university	20.08	24.54	32.78	39.11	42.01
Elementary school teachers	21.27	25.54	33.87	39.58	41.65
Secondary school teachers	22.19	26.81	33.87	39.58	41.61
Teachers, special education	21.09	23.39	31.31	37.90	39.00
Vocational and educational counselors	13.98	26.37	33.41	43.59	43.59
Librarians, archivists, and curators	15.99	19.35	26.90	35.45	35.45
Librarians	15.99	19.35	26.90	35.45	35.45
Social scientists and urban planners	-	-	-	-	-
Social, recreation, and religious workers	12.00	17.10	19.02	22.16	26.44
Social workers	11.96	17.10	18.07	19.98	22.63
Lawyers and judges	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	15.39	23.00	26.92	28.94	30.67
Technical	11.45	15.73	18.94	22.34	25.65
Licensed practical nurses	14.50	15.00	16.10	16.80	18.75
Health technologists and technicians, n.e.c.	10.50	12.68	17.99	22.34	22.34
Engineering technicians, n.e.c.	11.50	18.59	18.59	20.24	21.32
Technical and related, n.e.c.	10.97	15.24	22.98	22.98	25.34
Executive, administrative, and managerial	16.96	21.50	26.75	37.53	46.16
Executives, administrators, and managers	18.03	24.18	29.61	39.18	48.70
Administrators and officials, public administration	17.35	21.58	28.85	35.60	51.73
Financial managers	17.50	17.50	22.36	25.92	28.38
Managers, marketing, advertising, and public relations	18.88	26.25	32.55	38.56	53.04
Administrators, education and related fields	19.21	21.22	34.33	42.07	46.59
Managers and administrators, n.e.c.	18.50	23.70	35.93	42.06	53.80
Management related	15.87	17.96	22.65	25.65	34.73
Accountants and auditors	19.03	20.91	23.69	24.31	26.49
Other financial officers	15.87	15.87	18.47	24.14	33.81
Management related, n.e.c.	10.87	11.87	18.27	26.57	43.27
Sales	7.25	8.73	10.92	15.29	20.20
Supervisors, sales	9.50	11.00	14.42	15.38	17.07
Cashiers	7.75	8.50	9.70	12.53	12.53
Administrative support, including clerical	9.01	10.54	12.71	16.67	21.63
Secretaries	11.43	13.80	15.43	18.20	20.83
Receptionists	8.81	8.81	9.77	10.84	11.50
Order clerks	8.25	9.70	12.47	16.29	18.25
Records clerks, n.e.c.	9.00	9.38	10.40	11.51	12.68
Bookkeepers, accounting and auditing clerks	8.87	9.39	10.75	14.63	16.77
Traffic, shipping and receiving clerks	9.30	11.20	12.49	14.85	18.61
Investigators and adjusters, except insurance	10.71	11.00	11.30	11.83	17.00
General office clerks	8.45	9.83	11.82	14.31	15.35
Administrative support, n.e.c.	9.83	12.02	15.26	17.90	18.39
Blue collar	9.64	12.24	17.00	21.77	25.66
Precision production, craft, and repair	12.69	16.00	19.95	25.29	28.35
Industrial machinery repairers	15.00	15.00	24.31	27.98	29.20
Electricians	21.36	24.37	28.08	28.08	28.17
Plumbers, pipefitters and steamfitters	22.20	24.03	26.66	27.25	28.75

See footnotes at end of table.

Table 6-4. Hourly wage percentiles for establishment jobs,¹ full-time workers:² Selected occupations, all industries, National Compensation Survey, Dayton-Springfield, OH, July 2002 — Continued

Occupation ³	10	25	Median 50	75	90
Blue collar —Continued					
Precision production, craft, and repair —Continued					
Supervisors, production	\$17.23	\$18.67	\$25.24	\$26.70	\$28.39
Tool and die makers	12.66	17.91	21.50	28.35	28.35
Machinists	15.09	17.35	18.45	18.85	19.95
Electrical and electronic equipment assemblers ..	8.10	9.03	10.37	11.72	14.01
Machine operators, assemblers, and inspectors					
Punching and stamping press operators	9.66	11.77	16.35	21.60	24.82
Printing press operators	8.25	8.85	10.50	15.95	24.28
Painting and paint spraying machine operators ...	12.00	15.23	18.40	20.25	22.18
Miscellaneous machine operators, n.e.c.	11.18	11.75	12.60	17.37	21.99
Assemblers	8.40	9.24	14.00	21.60	24.73
Production inspectors, checkers and examiners ..	11.22	14.44	18.29	21.84	24.70
Transportation and material moving					
Truck drivers	8.33	9.88	11.75	13.83	22.02
Industrial truck and tractor equipment operators ..	11.00	13.00	16.62	20.54	23.97
Handlers, equipment cleaners, helpers, and laborers					
Stock handlers and baggers	13.00	13.51	17.28	23.90	24.45
Laborers, except construction, n.e.c.	10.28	12.49	16.62	16.62	21.47
Service					
Protective service	8.01	9.37	11.77	15.98	23.14
Firefighting	13.22	16.38	19.94	23.17	26.04
Police and detectives, public service	15.14	15.90	19.94	22.51	23.42
Guards and police, except public service	19.56	21.51	22.76	24.08	27.18
Food service	10.40	11.17	13.22	16.69	16.77
Other food service	7.19	7.80	9.45	11.10	17.04
Cooks	7.19	7.80	9.45	11.10	17.04
Health service	7.80	7.80	8.85	11.00	13.51
Health aides, except nursing	8.15	9.00	10.15	11.77	13.73
Nursing aides, orderlies and attendants	8.53	8.79	10.27	12.30	14.64
Cleaning and building service	8.00	8.95	9.71	10.50	11.60
Janitors and cleaners	8.69	10.56	13.05	14.95	23.56
Personal service	9.00	10.56	13.05	14.86	23.56
	8.40	8.93	10.58	12.53	13.83

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

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

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

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

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

Table 6-5. Hourly wage percentiles for establishment jobs,¹ part-time workers:² Selected occupations, all industries, National Compensation Survey, Dayton-Springfield, OH, July 2002

Occupation ³	10	25	Median 50	75	90
All	\$6.00	\$7.00	\$8.89	\$11.75	\$19.77
All excluding sales	6.00	7.00	9.10	12.61	21.35
White collar	7.20	8.56	10.25	16.30	30.73
White collar excluding sales	8.86	9.57	11.16	20.13	38.48
Professional specialty and technical	10.20	17.35	23.16	38.51	56.65
Professional specialty	10.00	19.15	24.03	43.50	56.65
Engineers, architects, and surveyors	—	—	—	—	—
Natural scientists	—	—	—	—	—
Health related	18.13	20.43	23.07	25.26	30.88
Registered nurses	19.29	20.88	22.46	23.48	25.26
Teachers, college and university	14.70	16.50	18.25	27.50	27.50
Teachers, except college and university	9.79	10.00	10.43	16.00	19.00
Substitute teachers	9.79	10.00	10.00	10.43	10.43
Social scientists and urban planners	—	—	—	—	—
Social, recreation, and religious workers	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	—	—	—	—	—
Technical	11.40	14.19	15.98	16.46	18.85
Executive, administrative, and managerial	—	—	—	—	—
Management related	—	—	—	—	—
Sales	6.10	6.90	7.80	8.56	9.25
Cashiers	5.70	6.50	7.75	8.75	9.50
Administrative support, including clerical	8.07	9.00	10.16	11.25	12.85
Secretaries	10.26	10.26	10.36	11.05	17.29
General office clerks	8.89	8.98	9.57	12.20	13.76
Blue collar	6.00	6.78	8.84	13.65	16.62
Machine operators, assemblers, and inspectors	—	—	—	—	—
Transportation and material moving	6.21	6.78	13.76	16.62	16.62
Bus drivers	11.55	12.79	14.09	15.25	16.13
Handlers, equipment cleaners, helpers, and laborers	5.65	7.00	8.80	9.44	10.00
Stock handlers and baggers	5.50	5.60	6.05	7.25	8.40
Service	5.75	6.10	6.80	8.25	9.37
Protective service	—	—	—	—	—
Food service	5.65	6.00	6.45	7.20	8.35
Other food service	5.65	6.00	6.45	7.20	8.35
Food preparation, n.e.c.	5.60	5.95	6.50	7.50	8.50
Health service	7.00	8.73	9.40	11.50	12.77
Nursing aides, orderlies and attendants	7.00	8.73	9.40	11.27	12.17
Cleaning and building service	—	—	—	—	—
Personal service	6.25	7.22	8.93	9.34	9.34

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

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

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

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

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

Appendix A: Technical Note

This section provides basic information on the procedures and concepts used to produce the data contained in this bulletin. It is divided into three parts: Planning for the survey; data collection; and processing and analyzing the data. Although this section answers some questions commonly asked by data users, it is not a comprehensive description of all the steps required to produce the data.

Planning for the survey

The overall design of the survey includes questions of scope, frame, and sample selection.

Survey scope

This survey covered establishments employing 50 workers or more in goods-producing industries (mining, construction and manufacturing); service-producing industries (transportation, communications, electric, gas, and sanitary services; wholesale trade; retail trade; finance, insurance, and real estate; and services industries); and State and local governments. Agriculture, private households, and the Federal Government were excluded from the scope of the survey. For purposes of this survey, an establishment is an economic unit that produces goods or services, a central administrative office, or an auxiliary unit providing support services to a company. For private industries in this survey, the establishment is usually at a single physical location. For State and local governments, an establishment is defined as all locations of a government entity.

The Dayton–Springfield, OH, Metropolitan Statistical Area includes Clark, Greene, Miami, and Montgomery Counties.

Sampling frame

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

Sample design

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

Data collection

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

Occupational selection and classification

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

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

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

In step one, the jobs to be sampled were selected at each establishment by the BLS field economist during a personal

visit. A complete list of employees was used for sampling, with each selected worker representing a job within the establishment.

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

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

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

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

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

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

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

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

Occupational leveling

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

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

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

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

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

Wage data collected in prior surveys using the occupational leveling method were evaluated by BLS researchers using regression techniques. For each of the major occupational groups, wages were compared to the 10 occupational leveling factors (and levels within those factors). The analysis showed that several of the occupational leveling factors, most notably knowledge and supervision received, had strong explanatory power for wages. That is, as the levels within a given factor increased, the wages also increased.

Collection period

Survey data were collected over a 13-month period for 60 metropolitan areas in the NCS program. For 20 small metropolitan areas, data were collected over a 4-month period.

For each establishment in the survey, the data reflect the establishment's most recent information at the time of collection. The payroll reference month shown in the tables reflects the average date of this information for all sample units.

Earnings

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

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

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

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

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

Definition of terms

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

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

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

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

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

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

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

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

Processing and analyzing the data

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

Weighting and nonresponse

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

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

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

Survey response

	<i>Establish- ments</i>
Total in sampling frame	1,486
Total in sample	323
Responding	225
Out of business or not in survey scope	27
Unable or refused to provide data	71

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

Estimation

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

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

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

Percentiles

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

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

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

Data reliability

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

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

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

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

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

Appendix table 1. **Number of workers¹ represented by the survey, by occupational group,² National Compensation Survey, Dayton-Springfield, OH, July 2002**

Occupational group	Full-time and part-time workers		
	Total	Private industry	State and local government
All occupations	213,000	171,300	41,700
All excluding sales	199,000	157,500	41,500
White collar	105,000	77,400	27,500
White-collar excluding sales	91,000	63,600	27,400
Professional specialty and technical	49,400	33,300	16,100
Professional specialty	39,200	23,600	15,700
Technical	10,200	9,800	400
Executive, administrative, and managerial	11,000	7,100	3,900
Sales	13,900	13,800	–
Administrative support, including clerical	30,600	23,100	7,400
Blue collar	73,500	68,300	5,200
Precision production, craft, and repair	19,700	18,200	1,500
Machine operators, assemblers, and inspectors	32,200	32,200	–
Transportation and material moving	9,900	7,000	2,900
Handlers, equipment cleaners, helpers, and laborers	11,600	10,800	800
Service	34,500	25,600	9,000

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

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

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