

Portland–Salem, OR–WA National Compensation Survey September 2002



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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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Contents

	<i>Page</i>
Introduction.....	1
Tables:	
1–1. Summary: Mean hourly earnings and weekly hours by selected worker and establishment characteristics, private industry, and State and local government	2
2–1. Mean hourly earnings: Selected occupations, all workers, private industry, and State and local government.....	3
2–2. Mean hourly earnings: Selected occupations, full-time workers, private industry, and State and local government.....	5
2–3. Mean hourly earnings: Selected occupations, part-time workers, private industry, and State and local government.....	7
3–1. Mean weekly earnings and hours: Selected occupations, full-time workers, private industry, and State and local government.....	8
3–2. Mean annual earnings and hours: Selected occupations, full-time workers, private industry, and State and local government.....	11
4–1. Selected occupations and levels, all workers: Mean hourly earnings, private industry, and State and local government.....	14
4–2. Selected occupations and levels, full-time workers: Mean hourly earnings, private industry, and State and local government.....	19
4–3. Selected occupations and levels, part-time workers: Mean hourly earnings, private industry, and State and local government.....	24
5–1. Selected worker characteristics: Mean hourly earnings by occupational group.....	26
5–2. Major industry division: Mean hourly earnings by occupational group, private industry.....	27
5–3. Establishment employment size: Mean hourly earnings by occupational group, private industry.....	28
6–1. Hourly wage percentiles for establishment jobs, all workers: Selected occupations, all industries	29
6–2. Hourly wage percentiles for establishment jobs, all workers: Selected occupations, private industry.....	31
6–3. Hourly wage percentiles for establishment jobs, all workers: Selected occupations, State and local government	33
6–4. Hourly wage percentiles for establishment jobs, full-time workers: Selected occupations, all industries	34
6–5. Hourly wage percentiles for establishment jobs, part-time workers: Selected occupations, all industries	36
Appendixes:	
A. Technical Note.....	A – 1
Appendix table 1. Number of workers represented by the survey, by occupational group.....	A – 5
B. Occupational Classifications.....	B – 1
C. Occupational Leveling Criteria	C – 1
D. Evaluating Your Firm’s Jobs	D – 1

Introduction

The tables in this bulletin summarize the NCS results for the Portland–Salem, OR–WA, metropolitan area. Data were collected between March 2002 and April 2003; the average reference month is September 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, Portland-Salem, OR-WA, September 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	\$18.94	2.5	37.0	\$18.05	3.2	37.2	\$22.09	2.8	36.5
Worker characteristics:⁴									
White-collar occupations ⁵	22.59	1.6	37.2	22.36	2.0	37.6	23.13	2.6	36.5
Professional specialty and technical	27.74	1.7	36.2	28.12	2.2	36.8	27.13	2.5	35.3
Executive, administrative, and managerial	33.59	5.0	40.5	34.08	6.3	40.7	32.08	5.1	40.0
Sales	14.15	9.0	37.4	14.13	9.1	37.3	-	-	-
Administrative support	14.85	2.2	37.2	15.00	3.0	37.3	14.52	2.0	37.2
Blue-collar occupations ⁵	15.97	6.1	37.9	15.60	6.7	38.0	19.72	6.1	36.7
Precision production, craft, and repair	19.49	5.4	39.1	19.21	6.0	39.0	22.03	8.4	40.0
Machine operators, assemblers, and inspectors	13.16	9.6	39.6	13.13	9.7	39.7	-	-	-
Transportation and material moving	18.68	13.3	35.7	18.58	17.2	36.3	19.02	8.0	34.1
Handlers, equipment cleaners, helpers, and laborers	12.57	6.1	35.6	12.16	6.6	35.3	17.31	5.7	39.3
Service occupations ⁵	11.75	2.7	34.6	9.74	2.1	34.2	18.89	3.5	36.2
Full time	19.49	2.7	39.8	18.57	3.4	39.7	22.72	3.0	40.1
Part time	13.48	3.7	21.9	12.71	4.6	22.7	16.06	4.4	19.4
Union	19.92	3.5	36.3	18.37	8.0	35.6	21.28	2.2	36.8
Nonunion	18.42	3.4	37.5	17.96	3.7	37.6	26.47	4.7	34.7
Time	18.93	2.5	37.0	18.03	3.1	37.2	22.09	2.8	36.5
Incentive	-	-	-	-	-	-	-	-	-
Establishment characteristics:									
Goods producing	(⁶)	(⁶)	(⁶)	-	-	-	(⁶)	(⁶)	(⁶)
Service producing	(⁶)	(⁶)	(⁶)	-	-	-	(⁶)	(⁶)	(⁶)
50-99 workers ⁷	14.83	5.9	37.0	14.83	5.9	37.0	-	-	-
100-499 workers	17.60	5.5	36.8	17.31	5.9	36.9	22.59	1.9	34.0
500 workers or more	21.93	2.5	37.3	21.84	3.7	37.8	22.05	3.3	36.8

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, 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, Portland-Salem, OR-WA, September 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	2.5	\$18.05	3.2	\$22.09	2.8
All excluding sales	19.23	2.6	18.35	3.3	22.11	2.9
White collar	22.59	1.6	22.36	2.0	23.13	2.6
White collar excluding sales	23.59	1.7	23.80	2.2	23.16	2.6
Professional specialty and technical	27.74	1.7	28.12	2.2	27.13	2.5
Professional specialty	29.26	1.4	30.28	1.6	27.94	2.1
Engineers, architects, and surveyors	33.33	1.9	33.65	2.2	—	—
Industrial engineers	34.12	4.8	34.12	4.8	—	—
Mechanical engineers	28.17	1.8	28.17	1.8	—	—
Engineers, n.e.c.	30.65	8.3	30.65	8.3	—	—
Mathematical and computer scientists	33.99	3.6	34.18	3.9	—	—
Computer systems analysts and scientists	34.07	3.8	34.27	4.2	—	—
Natural scientists	—	—	—	—	—	—
Health related	27.95	3.7	28.57	4.3	25.53	6.3
Registered nurses	27.03	2.7	26.62	2.8	—	—
Teachers, college and university	29.66	6.0	—	—	35.22	3.4
Other post-secondary teachers	23.31	6.4	—	—	24.92	9.6
Teachers, except college and university	27.64	2.2	19.50	8.2	28.46	1.7
Elementary school teachers	28.31	1.9	—	—	28.60	1.6
Secondary school teachers	30.65	1.1	—	—	30.65	1.1
Teachers, special education	26.76	4.7	—	—	28.28	1.3
Teachers, n.e.c.	20.35	9.0	25.14	10.5	—	—
Vocational and educational counselors	21.85	18.7	—	—	—	—
Librarians, archivists, and curators	—	—	—	—	—	—
Social scientists and urban planners	26.14	7.0	—	—	25.14	8.8
Psychologists	22.21	4.6	—	—	—	—
Social, recreation, and religious workers	18.27	2.3	—	—	18.39	3.3
Social workers	18.94	1.7	—	—	—	—
Lawyers and judges	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	21.30	5.5	—	—	—	—
Technical	21.20	4.4	21.78	4.9	18.49	4.9
Clinical laboratory technologists and technicians	17.29	8.3	17.29	8.3	—	—
Licensed practical nurses	20.04	8.0	20.06	8.0	—	—
Health technologists and technicians, n.e.c.	17.93	7.2	16.97	11.0	—	—
Electrical and electronic technicians	22.37	7.0	21.95	7.6	—	—
Executive, administrative, and managerial	33.59	5.0	34.08	6.3	32.08	5.1
Executives, administrators, and managers	38.49	5.9	39.17	6.7	36.02	10.0
Managers, marketing, advertising, and public relations	42.53	3.4	42.53	3.4	—	—
Administrators, education and related fields	43.10	11.1	38.62	13.8	—	—
Managers and administrators, n.e.c.	40.25	7.9	42.60	7.0	—	—
Management related	23.80	3.5	22.70	4.8	26.41	5.0
Accountants and auditors	21.08	3.7	20.88	3.9	—	—
Management related, n.e.c.	28.05	4.9	—	—	—	—
Sales	14.15	9.0	14.13	9.1	—	—
Supervisors, sales	15.94	12.3	15.94	12.3	—	—
Cashiers	11.47	4.6	11.36	4.6	—	—
Administrative support, including clerical	14.85	2.2	15.00	3.0	14.52	2.0
Supervisors, general office	20.54	10.1	22.78	10.1	—	—
Secretaries	16.87	4.8	17.64	6.0	15.16	4.2
Receptionists	11.91	5.2	11.91	5.2	—	—
Information clerks, n.e.c.	14.71	10.2	14.32	12.4	—	—
Order clerks	14.39	8.1	14.16	8.5	—	—
Library clerks	12.51	2.9	—	—	12.51	2.9
Records clerks, n.e.c.	17.63	6.9	—	—	—	—
Bookkeepers, accounting and auditing clerks	15.80	8.6	15.67	9.6	—	—
Traffic, shipping and receiving clerks	13.53	4.6	13.53	4.6	—	—
Stock and inventory clerks	13.16	13.0	11.85	10.3	—	—
Insurance adjusters, examiners, and investigators	16.61	7.5	16.61	7.5	—	—

See footnotes at end of table.

Table 2-1. Mean hourly earnings,¹ all workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Portland-Salem, OR-WA, September 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	\$13.26	3.4	\$14.90	9.1	\$12.44	1.0
Teachers' aides	13.03	5.9	–	–	13.03	5.9
Administrative support, n.e.c.	15.75	7.8	15.13	7.2	–	–
Blue collar	15.97	6.1	15.60	6.7	19.72	6.1
Precision production, craft, and repair						
Industrial machinery repairers	20.83	7.9	20.83	7.9	–	–
Mechanics and repairers, n.e.c.	17.72	4.4	17.60	5.0	–	–
Electricians	24.42	4.0	23.26	5.5	–	–
Construction trades, n.e.c.	18.78	2.5	–	–	–	–
Supervisors, production	19.44	10.1	19.44	10.1	–	–
Electrical and electronic equipment assemblers ..	13.41	3.1	13.41	3.1	–	–
Inspectors, testers, and graders	19.67	7.0	19.67	7.0	–	–
Machine operators, assemblers, and inspectors						
Molding and casting machine operators	11.12	19.6	11.12	19.6	–	–
Printing press operators	18.67	1.8	–	–	–	–
Miscellaneous machine operators, n.e.c.	12.41	2.6	12.41	2.6	–	–
Welders and cutters	19.94	10.6	19.94	10.6	–	–
Assemblers	11.44	6.8	11.44	6.8	–	–
Production inspectors, checkers and examiners ..	12.31	10.5	12.31	10.5	–	–
Transportation and material moving						
Truck drivers	17.25	2.7	17.36	3.0	–	–
Bus drivers	15.12	14.3	–	–	17.13	9.5
Industrial truck and tractor equipment operators ..	14.26	8.1	14.26	8.1	–	–
Handlers, equipment cleaners, helpers, and laborers						
Construction laborers	16.88	4.5	–	–	–	–
Production helpers	12.59	2.5	12.59	2.5	–	–
Stock handlers and baggers	9.67	9.4	9.67	9.4	–	–
Freight, stock, and material handlers, n.e.c.	12.65	3.9	12.65	3.9	–	–
Hand packers and packagers	11.00	9.6	11.00	9.6	–	–
Laborers, except construction, n.e.c.	16.58	5.1	16.27	6.8	–	–
Service						
Protective service	15.82	19.8	9.74	2.1	18.89	3.5
Guards and police, except public service	10.11	11.6	9.43	8.0	–	–
Food service	9.58	4.5	9.41	4.8	12.05	7.0
Waiters, waitresses, and bartenders	6.98	3.0	6.81	.7	–	–
Waiters and waitresses	6.78	1.1	6.78	1.1	–	–
Waiters/Waitresses' assistants	7.21	9.8	–	–	–	–
Other food service	10.34	7.2	10.18	7.6	12.43	4.2
Supervisors, food preparation and service	15.17	6.7	15.17	6.7	–	–
Cooks	11.30	7.2	10.81	8.1	–	–
Kitchen workers, food preparation	9.07	5.0	8.98	5.0	–	–
Food preparation, n.e.c.	7.98	3.0	7.82	1.4	–	–
Health service	11.25	2.3	11.24	2.3	–	–
Nursing aides, orderlies and attendants	10.95	1.8	10.93	1.8	–	–
Cleaning and building service	10.38	7.5	9.65	7.3	13.27	3.2
Maids and housemen	8.84	8.4	8.84	8.4	–	–
Janitors and cleaners	10.42	9.4	9.56	9.2	13.20	3.5
Personal service	8.99	3.2	8.69	3.6	–	–
Early childhood teachers' assistants	7.97	4.3	–	–	–	–

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

² 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, Portland-Salem, OR-WA, September 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	\$19.49	2.7	\$18.57	3.4	\$22.72	3.0
All excluding sales	19.79	2.9	18.89	3.6	22.74	3.0
White collar	22.99	1.5	22.69	1.9	23.70	2.7
White collar excluding sales	23.97	1.7	24.09	2.2	23.73	2.7
Professional specialty and technical	28.08	1.8	28.37	2.3	27.62	2.8
Professional specialty	29.60	1.5	30.56	1.7	28.37	2.3
Engineers, architects, and surveyors	33.33	1.9	33.65	2.2	—	—
Industrial engineers	34.12	4.8	34.12	4.8	—	—
Mechanical engineers	28.17	1.8	28.17	1.8	—	—
Engineers, n.e.c.	30.65	8.3	30.65	8.3	—	—
Mathematical and computer scientists	33.99	3.6	34.18	3.9	—	—
Computer systems analysts and scientists	34.07	3.8	34.27	4.2	—	—
Natural scientists	—	—	—	—	—	—
Health related	28.26	5.5	29.05	6.2	—	—
Registered nurses	27.55	3.8	26.84	4.1	—	—
Teachers, college and university	29.28	6.5	—	—	35.21	3.5
Other post-secondary teachers	23.15	6.9	—	—	—	—
Teachers, except college and university	28.08	3.1	18.74	7.2	29.06	2.9
Elementary school teachers	28.58	2.8	—	—	28.89	2.6
Secondary school teachers	30.77	1.3	—	—	30.75	1.3
Teachers, special education	26.80	4.7	—	—	28.35	1.2
Teachers, n.e.c.	19.85	14.1	—	—	—	—
Librarians, archivists, and curators	—	—	—	—	—	—
Social scientists and urban planners	26.42	7.0	—	—	25.14	8.8
Social, recreation, and religious workers	18.77	1.0	—	—	—	—
Social workers	18.94	1.7	—	—	—	—
Lawyers and judges	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	21.31	5.5	—	—	—	—
Technical	21.44	4.6	21.90	5.0	19.22	6.8
Clinical laboratory technologists and technicians	17.49	7.4	17.49	7.4	—	—
Radiological technicians	24.95	2.8	24.95	2.8	—	—
Licensed practical nurses	20.15	7.9	20.15	7.9	—	—
Health technologists and technicians, n.e.c.	18.07	7.3	—	—	—	—
Electrical and electronic technicians	22.37	7.0	21.95	7.6	—	—
Executive, administrative, and managerial	33.59	5.0	34.08	6.3	32.08	5.1
Executives, administrators, and managers	38.49	5.9	39.17	6.7	36.02	10.0
Managers, marketing, advertising, and public relations	42.53	3.4	42.53	3.4	—	—
Administrators, education and related fields	43.10	11.1	38.62	13.8	—	—
Managers and administrators, n.e.c.	40.25	7.9	42.60	7.0	—	—
Management related	23.80	3.5	22.70	4.8	26.41	5.0
Accountants and auditors	21.08	3.7	20.88	3.9	—	—
Management related, n.e.c.	28.05	4.9	—	—	—	—
Sales	14.53	8.6	14.52	8.7	—	—
Supervisors, sales	15.94	12.3	15.94	12.3	—	—
Cashiers	11.63	4.3	11.52	4.3	—	—
Administrative support, including clerical	15.11	2.1	15.24	2.9	14.81	2.1
Supervisors, general office	20.54	10.1	22.78	10.1	—	—
Secretaries	16.94	4.8	17.69	6.0	15.24	4.5
Order clerks	14.59	8.1	14.36	8.5	—	—
Records clerks, n.e.c.	17.63	6.9	—	—	—	—
Bookkeepers, accounting and auditing clerks	15.80	8.6	15.67	9.6	—	—
Traffic, shipping and receiving clerks	13.53	4.6	13.53	4.6	—	—
Stock and inventory clerks	12.77	14.5	11.22	9.6	—	—
Insurance adjusters, examiners, and investigators	16.61	7.5	16.61	7.5	—	—
General office clerks	13.40	3.7	15.13	10.6	12.55	1.5
Teachers' aides	13.30	11.0	—	—	13.30	11.0
Administrative support, n.e.c.	15.97	8.4	15.68	9.6	—	—

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, Portland-Salem, OR-WA, September 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	\$16.27	6.1	\$15.88	6.6	\$20.53	5.8
Precision production, craft, and repair	19.55	5.3	19.27	5.9	22.03	8.4
Industrial machinery repairers	20.83	7.9	20.83	7.9	—	—
Mechanics and repairers, n.e.c.	17.72	4.4	17.60	5.0	—	—
Electricians	24.42	4.0	23.26	5.5	—	—
Construction trades, n.e.c.	18.78	2.5	—	—	—	—
Supervisors, production	19.44	10.1	19.44	10.1	—	—
Electrical and electronic equipment assemblers ..	13.41	3.1	13.41	3.1	—	—
Inspectors, testers, and graders	19.67	7.0	19.67	7.0	—	—
Machine operators, assemblers, and inspectors	13.17	9.7	13.14	9.7	—	—
Molding and casting machine operators	11.12	19.6	11.12	19.6	—	—
Printing press operators	18.67	1.8	—	—	—	—
Miscellaneous machine operators, n.e.c.	12.41	2.6	12.41	2.6	—	—
Welders and cutters	19.94	10.6	19.94	10.6	—	—
Assemblers	11.44	6.8	11.44	6.8	—	—
Production inspectors, checkers and examiners ..	12.31	10.5	12.31	10.5	—	—
Transportation and material moving	19.61	11.8	19.34	14.7	20.68	6.0
Truck drivers	17.20	2.9	17.31	3.2	—	—
Industrial truck and tractor equipment operators ..	14.26	8.1	14.26	8.1	—	—
Handlers, equipment cleaners, helpers, and laborers	13.21	5.2	12.77	5.9	17.54	4.3
Production helpers	12.59	2.5	12.59	2.5	—	—
Stock handlers and baggers	10.81	9.8	10.81	9.8	—	—
Freight, stock, and material handlers, n.e.c.	12.64	4.2	12.64	4.2	—	—
Hand packers and packagers	10.75	10.6	10.75	10.6	—	—
Laborers, except construction, n.e.c.	16.58	5.1	16.27	6.8	—	—
Service	12.58	4.3	10.23	2.7	19.62	3.7
Protective service	16.18	19.5	9.50	7.5	22.46	2.9
Guards and police, except public service	10.23	11.7	9.54	8.3	—	—
Food service	10.13	6.2	10.01	6.5	—	—
Waiters, waitresses, and bartenders	6.59	.9	6.59	.9	—	—
Other food service	10.68	7.8	10.56	8.1	—	—
Supervisors, food preparation and service	15.17	6.7	15.17	6.7	—	—
Cooks	11.23	7.8	10.81	8.1	—	—
Kitchen workers, food preparation	8.68	3.6	8.68	3.6	—	—
Health service	11.52	2.0	11.52	2.0	—	—
Nursing aides, orderlies and attendants	11.22	1.4	11.22	1.4	—	—
Cleaning and building service	11.24	5.1	10.46	5.4	13.34	3.6
Maids and housemen	8.62	4.9	8.62	4.9	—	—
Janitors and cleaners	11.44	6.5	10.57	7.3	13.27	3.8
Personal service	9.07	4.6	8.96	5.3	—	—

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

² 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, Portland-Salem, OR-WA, September 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	\$13.48	3.7	\$12.71	4.6	\$16.06	4.4
All excluding sales	13.68	4.2	12.92	5.3	16.06	4.4
White collar	17.89	3.2	18.13	4.5	17.44	3.9
White collar excluding sales	18.91	4.1	19.86	6.5	17.44	3.9
Professional specialty and technical	24.35	3.2	25.74	4.3	22.02	4.0
Professional specialty	25.79	3.6	27.55	3.9	23.27	4.6
Health related	27.21	2.9	27.35	3.7	—	—
Registered nurses	26.04	.9	26.15	1.0	—	—
Teachers, college and university	32.78	12.6	—	—	35.32	4.5
Teachers, except college and university	20.77	7.1	—	—	19.68	3.9
Teachers, n.e.c.	22.73	38.6	—	—	—	—
Social scientists and urban planners	—	—	—	—	—	—
Social, recreation, and religious workers	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	—	—	—	—	—	—
Technical	19.20	11.3	20.77	9.9	—	—
Sales	9.90	10.6	9.90	10.6	—	—
Administrative support, including clerical	12.12	2.6	11.91	4.3	12.41	3.0
General office clerks	11.09	8.7	—	—	—	—
Teachers' aides	12.89	4.3	—	—	12.89	4.3
Blue collar	11.63	7.0	11.09	7.7	14.18	5.4
Precision production, craft, and repair	—	—	—	—	—	—
Machine operators, assemblers, and inspectors	—	—	—	—	—	—
Transportation and material moving	13.23	8.6	—	—	14.41	3.9
Bus drivers	12.77	7.4	—	—	14.41	3.9
Handlers, equipment cleaners, helpers, and laborers	9.22	8.1	9.22	8.2	—	—
Service	8.39	3.1	8.12	3.4	11.03	5.5
Protective service	8.27	3.2	—	—	—	—
Food service	8.12	4.0	7.64	5.6	11.32	1.9
Waiters, waitresses, and bartenders	7.28	5.4	6.99	2.4	—	—
Other food service	8.86	9.0	8.26	10.4	—	—
Health service	—	—	—	—	—	—
Cleaning and building service	8.01	6.6	7.97	6.6	—	—
Personal service	8.84	11.1	8.15	.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 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, Portland-Salem, OR-WA, September 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	\$776	2.8	39.8	\$738	3.6	39.7	\$911	3.0	40.1
All excluding sales	787	2.9	39.8	750	3.7	39.7	912	3.0	40.1
White collar	917	1.6	39.9	905	1.9	39.9	948	2.8	40.0
White collar excluding sales	956	1.8	39.9	959	2.2	39.8	949	2.8	40.0
Professional specialty and technical	1,123	1.8	40.0	1,128	2.3	39.8	1,114	2.6	40.3
Professional specialty	1,187	1.4	40.1	1,219	1.7	39.9	1,145	2.1	40.3
Engineers, architects, and surveyors	1,333	1.9	40.0	1,346	2.2	40.0	-	-	-
Industrial engineers	1,365	4.8	40.0	1,365	4.8	40.0	-	-	-
Mechanical engineers	1,127	1.8	40.0	1,127	1.8	40.0	-	-	-
Engineers, n.e.c.	1,226	8.3	40.0	1,226	8.3	40.0	-	-	-
Mathematical and computer scientists	1,358	3.6	39.9	1,365	3.9	39.9	-	-	-
Computer systems analysts and scientists	1,361	3.9	39.9	1,369	4.3	39.9	-	-	-
Natural scientists	-	-	-	-	-	-	-	-	-
Health related	1,160	4.9	41.0	1,143	6.1	39.3	-	-	-
Registered nurses	1,082	3.2	39.3	1,052	3.3	39.2	-	-	-
Teachers, college and university	1,120	4.1	38.3	-	-	-	1,308	1.7	37.1
Other post-secondary teachers	883	5.4	38.1	-	-	-	-	-	-
Teachers, except college and university	1,122	3.1	39.9	743	7.2	39.6	1,161	2.9	40.0
Elementary school teachers ...	1,143	2.8	40.0	-	-	-	1,155	2.6	40.0
Secondary school teachers ...	1,231	1.3	40.0	-	-	-	1,230	1.3	40.0
Teachers, special education ...	1,056	5.9	39.4	-	-	-	1,134	1.2	40.0
Teachers, n.e.c.	794	14.1	40.0	-	-	-	-	-	-
Librarians, archivists, and curators	-	-	-	-	-	-	-	-	-
Social scientists and urban planners	1,057	7.0	40.0	-	-	-	1,006	8.8	40.0
Social, recreation, and religious workers	761	2.2	40.6	-	-	-	-	-	-
Social workers	758	1.7	40.0	-	-	-	-	-	-
Lawyers and judges	-	-	-	-	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	852	5.5	40.0	-	-	-	-	-	-
Technical	846	4.6	39.5	862	5.1	39.4	769	6.8	40.0
Clinical laboratory technologists and technicians	686	5.7	39.2	686	5.7	39.2	-	-	-
Radiological technicians	998	2.8	40.0	998	2.8	40.0	-	-	-
Licensed practical nurses	800	7.5	39.7	800	7.5	39.7	-	-	-
Health technologists and technicians, n.e.c.	708	9.0	39.2	-	-	-	-	-	-
Electrical and electronic technicians	895	7.0	40.0	878	7.6	40.0	-	-	-
Executive, administrative, and managerial	1,361	5.7	40.5	1,387	7.2	40.7	1,283	5.1	40.0
Executives, administrators, and managers	1,571	6.9	40.8	1,608	8.0	41.0	1,441	10.0	40.0
Managers, marketing, advertising, and public relations	1,701	3.4	40.0	1,701	3.4	40.0	-	-	-
Administrators, education and related fields	1,724	11.1	40.0	1,545	13.8	40.0	-	-	-
Managers and administrators, n.e.c.	1,652	9.5	41.0	1,760	8.9	41.3	-	-	-
Management related	951	3.5	40.0	907	4.9	40.0	1,057	5.0	40.0

See footnotes at end of table.

Table 3-1. Mean weekly earnings,¹ full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Portland-Salem, OR-WA, September 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									
Accountants and auditors	\$843	3.7	40.0	\$835	3.9	40.0	—	—	—
Management related, n.e.c.	1,122	4.9	40.0	—	—	—	—	—	—
Sales	584	9.2	40.2	583	9.4	40.2	—	—	—
Supervisors, sales	653	13.2	41.0	653	13.2	41.0	—	—	—
Cashiers	465	4.3	40.0	461	4.3	40.0	—	—	—
Administrative support, including clerical	597	2.2	39.5	602	2.9	39.5	\$585	2.3	39.5
Supervisors, general office	810	9.0	39.4	890	8.6	39.1	—	—	—
Secretaries	666	4.9	39.3	696	6.2	39.4	598	3.7	39.2
Order clerks	562	10.2	38.5	552	10.7	38.5	—	—	—
Records clerks, n.e.c.	702	7.1	39.8	—	—	—	—	—	—
Bookkeepers, accounting and auditing clerks	630	8.5	39.9	625	9.5	39.9	—	—	—
Traffic, shipping and receiving clerks	541	4.6	40.0	541	4.6	40.0	—	—	—
Stock and inventory clerks	511	14.5	40.0	449	9.6	40.0	—	—	—
Insurance adjusters, examiners, and investigators	637	6.6	38.4	637	6.6	38.4	—	—	—
General office clerks	536	3.7	40.0	605	10.6	40.0	502	1.5	40.0
Teachers' aides	434	17.9	32.6	—	—	—	434	17.9	32.6
Administrative support, n.e.c.	635	8.5	39.7	614	10.4	39.2	—	—	—
Blue collar	647	6.1	39.8	632	6.6	39.8	821	5.8	40.0
Precision production, craft, and repair	779	5.3	39.8	767	6.0	39.8	881	8.4	40.0
Industrial machinery repairers	833	7.9	40.0	833	7.9	40.0	—	—	—
Mechanics and repairers, n.e.c.	709	4.4	40.0	704	5.0	40.0	—	—	—
Electricians	977	4.0	40.0	931	5.5	40.0	—	—	—
Construction trades, n.e.c.	751	2.5	40.0	—	—	—	—	—	—
Supervisors, production	767	11.5	39.5	767	11.5	39.5	—	—	—
Electrical and electronic equipment assemblers	533	3.6	39.8	533	3.6	39.8	—	—	—
Inspectors, testers, and graders	787	7.0	40.0	787	7.0	40.0	—	—	—
Machine operators, assemblers, and inspectors	525	9.7	39.9	524	9.7	39.9	—	—	—
Molding and casting machine operators	445	19.6	40.0	445	19.6	40.0	—	—	—
Printing press operators	747	1.8	40.0	—	—	—	—	—	—
Miscellaneous machine operators, n.e.c.	491	2.5	39.6	491	2.5	39.6	—	—	—
Welders and cutters	798	10.6	40.0	798	10.6	40.0	—	—	—
Assemblers	458	6.8	40.0	458	6.8	40.0	—	—	—
Production inspectors, checkers and examiners ...	492	10.5	40.0	492	10.5	40.0	—	—	—
Transportation and material moving	778	12.1	39.7	765	15.1	39.6	827	6.0	40.0
Truck drivers	688	2.9	40.0	693	3.2	40.0	—	—	—
Industrial truck and tractor equipment operators	570	8.1	40.0	570	8.1	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, Portland-Salem, OR-WA, September 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	\$523	5.5	39.6	\$505	6.3	39.5	\$702	4.3	40.0
Production helpers	504	2.5	40.0	504	2.5	40.0	—	—	—
Stock handlers and baggers ...	407	13.7	37.6	407	13.7	37.6	—	—	—
Freight, stock, and material handlers, n.e.c.	506	4.2	40.0	506	4.2	40.0	—	—	—
Hand packers and packagers	419	8.9	39.0	419	8.9	39.0	—	—	—
Laborers, except construction, n.e.c.	663	5.1	40.0	651	6.8	40.0	—	—	—
Service	496	4.8	39.4	398	3.0	38.9	802	4.2	40.9
Protective service	649	21.1	40.1	370	8.1	39.0	928	3.8	41.3
Guards and police, except public service	399	12.3	39.0	371	8.8	38.9	—	—	—
Food service	391	6.8	38.5	385	7.0	38.5	—	—	—
Waiters, waitresses, and bartenders	232	8.9	35.1	232	8.9	35.1	—	—	—
Other food service	418	8.5	39.1	413	8.7	39.1	—	—	—
Supervisors, food preparation and service	618	8.2	40.8	618	8.2	40.8	—	—	—
Cooks	447	7.6	39.8	430	7.9	39.8	—	—	—
Kitchen workers, food preparation	326	7.0	37.6	326	7.0	37.6	—	—	—
Health service	443	3.5	38.4	443	3.5	38.4	—	—	—
Nursing aides, orderlies and attendants	429	2.8	38.2	429	2.8	38.2	—	—	—
Cleaning and building service	450	5.1	40.0	418	5.4	40.0	534	3.6	40.0
Maids and housemen	345	4.9	40.0	345	4.9	40.0	—	—	—
Janitors and cleaners	457	6.5	40.0	423	7.3	40.0	531	3.8	40.0
Personal service	348	6.2	38.4	344	7.0	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, Portland-Salem, OR-WA, September 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	\$39,211	2.8	2,012	\$38,014	3.6	2,047	\$43,133	3.0	1,898
All excluding sales	39,755	2.9	2,009	38,637	3.7	2,045	43,161	3.0	1,898
White collar	45,789	1.6	1,992	46,834	1.9	2,064	43,568	2.8	1,839
White collar excluding sales	47,561	1.8	1,984	49,731	2.2	2,064	43,607	2.8	1,838
Professional specialty and technical	53,577	1.8	1,908	58,254	2.3	2,053	47,430	2.6	1,717
Professional specialty	55,574	1.4	1,878	62,797	1.7	2,055	47,968	2.1	1,691
Engineers, architects, and surveyors	69,335	1.9	2,080	69,992	2.2	2,080	-	-	-
Industrial engineers	70,964	4.8	2,080	70,964	4.8	2,080	-	-	-
Mechanical engineers	58,604	1.8	2,080	58,604	1.8	2,080	-	-	-
Engineers, n.e.c.	63,754	8.3	2,080	63,754	8.3	2,080	-	-	-
Mathematical and computer scientists	70,604	3.6	2,077	70,982	3.9	2,077	-	-	-
Computer systems analysts and scientists	70,755	3.9	2,077	71,164	4.3	2,077	-	-	-
Natural scientists	-	-	-	-	-	-	-	-	-
Health related	59,696	4.9	2,112	59,264	6.1	2,040	-	-	-
Registered nurses	55,595	3.2	2,018	54,712	3.3	2,038	-	-	-
Teachers, college and university	46,627	4.1	1,593	-	-	-	50,837	1.7	1,444
Other post-secondary teachers	37,454	5.4	1,618	-	-	-	-	-	-
Teachers, except college and university	43,771	3.1	1,559	35,329	7.2	1,885	44,485	2.9	1,531
Elementary school teachers ...	43,969	2.8	1,538	-	-	-	44,393	2.6	1,537
Secondary school teachers ...	47,191	1.3	1,534	-	-	-	47,130	1.3	1,533
Teachers, special education ...	40,381	5.9	1,507	-	-	-	42,762	1.2	1,508
Teachers, n.e.c.	35,241	14.1	1,776	-	-	-	-	-	-
Librarians, archivists, and curators	-	-	-	-	-	-	-	-	-
Social scientists and urban planners	54,314	7.0	2,056	-	-	-	51,445	8.8	2,046
Social, recreation, and religious workers	39,189	2.2	2,088	-	-	-	-	-	-
Social workers	38,984	1.7	2,058	-	-	-	-	-	-
Lawyers and judges	-	-	-	-	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	44,318	5.5	2,080	-	-	-	-	-	-
Technical	44,009	4.6	2,053	44,827	5.1	2,047	39,975	6.8	2,080
Clinical laboratory technologists and technicians	35,652	5.7	2,039	35,652	5.7	2,039	-	-	-
Radiological technicians	51,905	2.8	2,080	51,905	2.8	2,080	-	-	-
Licensed practical nurses	41,611	7.5	2,065	41,611	7.5	2,065	-	-	-
Health technologists and technicians, n.e.c.	36,797	9.0	2,036	-	-	-	-	-	-
Electrical and electronic technicians	46,535	7.0	2,080	45,656	7.6	2,080	-	-	-
Executive, administrative, and managerial	70,413	5.7	2,096	72,111	7.2	2,116	65,304	5.1	2,036
Executives, administrators, and managers	81,201	6.9	2,109	83,593	8.0	2,134	72,890	10.0	2,024
Managers, marketing, advertising, and public relations	88,457	3.4	2,080	88,457	3.4	2,080	-	-	-
Administrators, education and related fields	85,631	11.1	1,987	80,331	13.8	2,080	-	-	-
Managers and administrators, n.e.c.	85,920	9.5	2,135	91,527	8.9	2,148	-	-	-
Management related	49,283	3.5	2,070	47,155	4.9	2,078	54,244	5.0	2,054

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, Portland-Salem, OR-WA, September 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									
Accountants and auditors	\$43,841	3.7	2,080	\$43,428	3.9	2,080	—	—	—
Management related, n.e.c.	57,418	4.9	2,047	—	—	—	—	—	—
Sales	30,026	9.2	2,066	29,989	9.4	2,066	—	—	—
Supervisors, sales	33,957	13.2	2,130	33,957	13.2	2,130	—	—	—
Cashiers	23,008	4.3	1,978	22,753	4.3	1,974	—	—	—
Administrative support, including clerical	30,709	2.2	2,032	31,269	2.9	2,052	\$29,408	2.3	1,986
Supervisors, general office	42,122	9.0	2,051	46,299	8.6	2,033	—	—	—
Secretaries	33,746	4.9	1,992	36,209	6.2	2,047	28,612	3.7	1,877
Order clerks	29,223	10.2	2,003	28,708	10.7	2,000	—	—	—
Records clerks, n.e.c.	36,396	7.1	2,064	—	—	—	—	—	—
Bookkeepers, accounting and auditing clerks	32,761	8.5	2,074	32,479	9.5	2,073	—	—	—
Traffic, shipping and receiving clerks	28,143	4.6	2,080	28,143	4.6	2,080	—	—	—
Stock and inventory clerks	26,568	14.5	2,080	23,335	9.6	2,080	—	—	—
Insurance adjusters, examiners, and investigators	33,146	6.6	1,995	33,146	6.6	1,995	—	—	—
General office clerks	27,864	3.7	2,080	31,469	10.6	2,080	26,096	1.5	2,080
Teachers' aides	15,948	17.9	1,199	—	—	—	15,948	17.9	1,199
Administrative support, n.e.c.	32,995	8.5	2,067	31,943	10.4	2,038	—	—	—
Blue collar	33,339	6.1	2,049	32,503	6.6	2,046	42,567	5.8	2,074
Precision production, craft, and repair	40,448	5.3	2,068	39,835	6.0	2,067	45,828	8.4	2,080
Industrial machinery repairers	43,360	7.9	2,082	43,360	7.9	2,082	—	—	—
Mechanics and repairers, n.e.c.	36,857	4.4	2,080	36,609	5.0	2,080	—	—	—
Electricians	50,791	4.0	2,080	48,387	5.5	2,080	—	—	—
Construction trades, n.e.c.	39,065	2.5	2,080	—	—	—	—	—	—
Supervisors, production	39,888	11.5	2,052	39,888	11.5	2,052	—	—	—
Electrical and electronic equipment assemblers	27,737	3.6	2,068	27,737	3.6	2,068	—	—	—
Inspectors, testers, and graders	40,908	7.0	2,080	40,908	7.0	2,080	—	—	—
Machine operators, assemblers, and inspectors	27,324	9.7	2,075	27,265	9.7	2,075	—	—	—
Molding and casting machine operators	23,131	19.6	2,080	23,131	19.6	2,080	—	—	—
Printing press operators	38,832	1.8	2,080	—	—	—	—	—	—
Miscellaneous machine operators, n.e.c.	25,547	2.5	2,059	25,547	2.5	2,059	—	—	—
Welders and cutters	41,480	10.6	2,080	41,480	10.6	2,080	—	—	—
Assemblers	23,800	6.8	2,080	23,800	6.8	2,080	—	—	—
Production inspectors, checkers and examiners ...	25,605	10.5	2,080	25,605	10.5	2,080	—	—	—
Transportation and material moving	38,180	12.1	1,947	37,118	15.1	1,919	42,686	6.0	2,064
Truck drivers	35,768	2.9	2,080	36,012	3.2	2,080	—	—	—
Industrial truck and tractor equipment operators	29,655	8.1	2,080	29,655	8.1	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, Portland-Salem, OR-WA, September 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	\$27,199	5.5	2,058	\$26,260	6.3	2,056	\$36,484	4.3	2,080
Production helpers	26,188	2.5	2,080	26,188	2.5	2,080	—	—	—
Stock handlers and baggers ...	21,164	13.7	1,958	21,164	13.7	1,958	—	—	—
Freight, stock, and material handlers, n.e.c.	26,291	4.2	2,080	26,291	4.2	2,080	—	—	—
Hand packers and packagers	21,777	8.9	2,026	21,777	8.9	2,026	—	—	—
Laborers, except construction, n.e.c.	34,484	5.1	2,080	33,847	6.8	2,080	—	—	—
Service	25,227	4.8	2,005	20,217	3.0	1,977	41,080	4.2	2,094
Protective service	33,640	21.1	2,080	19,247	8.1	2,026	47,916	3.8	2,133
Guards and police, except public service	20,628	12.3	2,016	19,296	8.8	2,023	—	—	—
Food service	19,898	6.8	1,964	19,763	7.0	1,974	—	—	—
Waiters, waitresses, and bartenders	12,044	8.9	1,828	12,044	8.9	1,828	—	—	—
Other food service	21,203	8.5	1,986	21,119	8.7	1,999	—	—	—
Supervisors, food preparation and service	32,156	8.2	2,120	32,156	8.2	2,120	—	—	—
Cooks	22,256	7.6	1,983	22,107	7.9	2,045	—	—	—
Kitchen workers, food preparation	16,523	7.0	1,903	16,511	7.0	1,902	—	—	—
Health service	23,019	3.5	1,997	23,019	3.5	1,997	—	—	—
Nursing aides, orderlies and attendants	22,307	2.8	1,988	22,307	2.8	1,988	—	—	—
Cleaning and building service	23,313	5.1	2,075	21,754	5.4	2,080	27,482	3.6	2,060
Maids and housemen	17,933	4.9	2,080	17,933	4.9	2,080	—	—	—
Janitors and cleaners	23,711	6.5	2,073	21,994	7.3	2,080	27,327	3.8	2,059
Personal service	12,189	6.2	1,343	11,936	7.0	1,333	—	—	—

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, Portland-Salem, OR-WA, September 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	2.5	\$18.05	3.2	\$22.09	2.8
All excluding sales	19.23	2.6	18.35	3.3	22.11	2.9
White collar	22.59	1.6	22.36	2.0	23.13	2.6
1	8.69	4.1	—	—	—	—
2	10.74	6.0	10.70	8.4	10.85	3.0
3	11.34	3.9	11.22	5.0	11.79	4.2
4	13.87	3.0	13.78	4.4	14.08	1.2
5	16.37	3.1	16.51	3.6	15.63	3.4
6	19.01	3.8	18.83	4.5	20.14	4.4
7	21.08	3.0	22.07	3.4	18.48	3.0
8	23.21	4.3	23.89	3.5	21.56	10.1
9	28.29	1.5	28.62	1.9	27.95	2.2
10	34.57	5.4	33.94	7.1	36.15	8.3
11	32.98	3.6	33.48	4.1	31.84	7.4
12	43.89	3.1	43.51	3.1	—	—
13	53.24	4.2	55.16	4.4	—	—
14	78.48	10.5	—	—	—	—
Not able to be leveled	31.47	15.9	25.80	25.0	—	—
White collar excluding sales	23.59	1.7	23.80	2.2	23.16	2.6
2	10.08	4.5	—	—	10.85	3.0
3	11.92	3.7	11.98	5.1	11.79	4.2
4	13.67	2.5	13.39	4.1	14.07	1.2
5	16.47	3.2	16.63	3.7	15.63	3.4
6	19.15	3.5	18.99	4.3	20.14	4.4
7	21.32	2.8	22.41	3.0	18.49	3.0
8	23.36	4.6	24.30	3.2	21.56	10.1
9	28.29	1.5	28.62	1.9	27.95	2.2
10	34.67	5.6	34.05	7.3	36.15	8.3
11	33.07	3.7	33.64	4.5	31.84	7.4
12	43.89	3.1	43.51	3.1	—	—
13	53.24	4.2	55.16	4.4	—	—
14	78.48	10.5	—	—	—	—
Not able to be leveled	31.18	16.7	25.00	26.5	—	—
Professional specialty and technical	27.74	1.7	28.12	2.2	27.13	2.5
Professional specialty	29.26	1.4	30.28	1.6	27.94	2.1
5	14.10	5.2	—	—	14.03	5.9
6	21.75	11.6	22.75	10.2	16.52	.5
7	23.75	6.0	23.70	6.9	—	—
8	23.75	5.8	24.79	4.4	22.18	12.5
9	27.99	1.7	28.24	2.5	27.82	2.3
10	35.73	7.6	34.81	9.9	38.17	8.0
11	34.83	4.8	34.75	6.3	35.07	3.9
12	42.46	1.4	43.12	1.8	—	—
Not able to be leveled	44.30	5.3	—	—	—	—
Engineers, architects, and surveyors	33.33	1.9	33.65	2.2	—	—
9	28.97	3.9	28.76	4.6	—	—
11	35.78	2.5	35.97	2.7	—	—
12	41.94	1.9	41.94	1.9	—	—
Industrial engineers	34.12	4.8	34.12	4.8	—	—
Mechanical engineers	28.17	1.8	28.17	1.8	—	—
Engineers, n.e.c.	30.65	8.3	30.65	8.3	—	—
Mathematical and computer scientists	33.99	3.6	34.18	3.9	—	—
9	32.56	2.9	—	—	—	—
Computer systems analysts and scientists	34.07	3.8	34.27	4.2	—	—
9	32.56	2.9	—	—	—	—
Natural scientists	—	—	—	—	—	—
Health related	27.95	3.7	28.57	4.3	25.53	6.3
8	24.50	2.7	24.13	3.5	—	—
9	27.00	3.5	27.91	3.6	—	—
Registered nurses	27.03	2.7	26.62	2.8	—	—
8	24.98	3.1	24.76	4.4	—	—
9	26.09	1.1	26.07	1.2	—	—
Teachers, college and university	29.66	6.0	—	—	35.22	3.4
10	32.06	20.5	—	—	41.29	5.6

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, Portland-Salem, OR-WA, September 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, college and university –Continued						
11	\$25.64	14.3	–	–	–	–
Other post-secondary teachers	23.31	6.4	–	–	\$24.92	9.6
Teachers, except college and university	27.64	2.2	\$19.50	8.2	28.46	1.7
6	11.84	10.5	–	–	–	–
8	24.60	19.0	24.48	7.6	24.67	30.5
9	29.25	1.8	–	–	29.37	1.8
Elementary school teachers	28.31	1.9	–	–	28.60	1.6
8	22.80	30.3	–	–	–	–
9	28.82	2.7	–	–	28.82	2.7
Secondary school teachers	30.65	1.1	–	–	30.65	1.1
9	30.61	1.3	–	–	30.61	1.3
Teachers, special education	26.76	4.7	–	–	28.28	1.3
9	26.87	4.8	–	–	–	–
Teachers, n.e.c.	20.35	9.0	25.14	10.5	–	–
Vocational and educational counselors	21.85	18.7	–	–	–	–
Librarians, archivists, and curators	–	–	–	–	–	–
Social scientists and urban planners	26.14	7.0	–	–	25.14	8.8
Psychologists	22.21	4.6	–	–	–	–
Social, recreation, and religious workers	18.27	2.3	–	–	18.39	3.3
Social workers	18.94	1.7	–	–	–	–
Lawyers and judges	–	–	–	–	–	–
Writers, authors, entertainers, athletes, and professionals, n.e.c.	21.30	5.5	–	–	–	–
Technical	21.20	4.4	21.78	4.9	18.49	4.9
4	13.80	4.2	13.80	4.2	–	–
5	20.01	7.9	20.03	8.0	–	–
6	19.13	4.4	18.82	5.4	–	–
7	20.57	5.7	22.39	3.7	–	–
8	21.45	7.4	–	–	–	–
9	31.42	5.3	31.42	5.3	–	–
Clinical laboratory technologists and technicians	17.29	8.3	17.29	8.3	–	–
Licensed practical nurses	20.04	8.0	20.06	8.0	–	–
Health technologists and technicians, n.e.c.	17.93	7.2	16.97	11.0	–	–
Electrical and electronic technicians	22.37	7.0	21.95	7.6	–	–
Executive, administrative, and managerial	33.59	5.0	34.08	6.3	32.08	5.1
7	21.13	4.6	20.78	4.8	–	–
8	23.94	5.4	24.25	5.8	–	–
9	28.96	2.9	28.91	4.0	29.07	2.8
11	30.14	5.2	31.10	6.3	–	–
12	45.02	4.6	43.82	4.8	–	–
13	56.25	4.5	–	–	–	–
Executives, administrators, and managers	38.49	5.9	39.17	6.7	36.02	10.0
9	29.55	3.5	29.24	4.3	30.71	4.5
11	29.68	5.5	31.11	6.8	–	–
12	45.02	4.6	43.82	4.8	–	–
13	56.25	4.5	–	–	–	–
Managers, marketing, advertising, and public relations	42.53	3.4	42.53	3.4	–	–
Administrators, education and related fields	43.10	11.1	38.62	13.8	–	–
Managers and administrators, n.e.c.	40.25	7.9	42.60	7.0	–	–
9	29.24	3.8	28.68	3.4	–	–
12	45.51	8.4	45.51	8.4	–	–
Management related	23.80	3.5	22.70	4.8	26.41	5.0
7	21.13	4.6	20.78	4.8	–	–
8	24.01	7.4	24.48	8.1	–	–
9	26.72	5.9	26.35	11.0	–	–
Accountants and auditors	21.08	3.7	20.88	3.9	–	–
8	22.45	2.9	–	–	–	–
Management related, n.e.c.	28.05	4.9	–	–	–	–

See footnotes at end of table.

Table 4-1. Selected occupations¹ and levels,² all workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Portland-Salem, OR-WA, September 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	\$14.15	9.0	\$14.13	9.1	–	–
3	10.24	10.6	10.24	10.6	–	–
4	14.53	8.5	14.53	8.7	–	–
Supervisors, sales	15.94	12.3	15.94	12.3	–	–
Cashiers	11.47	4.6	11.36	4.6	–	–
Administrative support, including clerical	14.85	2.2	15.00	3.0	\$14.52	2.0
2	10.10	4.5	–	–	10.96	2.3
3	11.87	3.7	11.91	5.2	11.79	4.2
4	13.67	2.6	13.35	4.4	14.09	1.2
5	16.17	3.9	16.15	4.6	16.30	3.4
6	18.32	4.7	17.93	5.4	21.56	7.0
7	19.85	4.1	21.70	3.6	–	–
Supervisors, general office	20.54	10.1	22.78	10.1	–	–
Secretaries	16.87	4.8	17.64	6.0	15.16	4.2
4	13.75	6.1	14.17	11.0	–	–
5	18.07	7.6	18.74	9.4	–	–
6	15.41	4.6	–	–	–	–
Receptionists	11.91	5.2	11.91	5.2	–	–
3	11.91	7.5	11.91	7.5	–	–
Information clerks, n.e.c.	14.71	10.2	14.32	12.4	–	–
Order clerks	14.39	8.1	14.16	8.5	–	–
4	14.05	7.5	14.05	7.5	–	–
5	14.96	5.7	–	–	–	–
Library clerks	12.51	2.9	–	–	12.51	2.9
Records clerks, n.e.c.	17.63	6.9	–	–	–	–
Bookkeepers, accounting and auditing clerks	15.80	8.6	15.67	9.6	–	–
4	14.63	5.5	13.74	3.5	–	–
Traffic, shipping and receiving clerks	13.53	4.6	13.53	4.6	–	–
Stock and inventory clerks	13.16	13.0	11.85	10.3	–	–
Insurance adjusters, examiners, and investigators	16.61	7.5	16.61	7.5	–	–
General office clerks	13.26	3.4	14.90	9.1	12.44	1.0
3	11.38	4.1	–	–	–	–
4	14.02	5.6	17.69	19.7	13.36	2.8
Teachers' aides	13.03	5.9	–	–	13.03	5.9
3	12.78	9.8	–	–	12.78	9.8
Administrative support, n.e.c.	15.75	7.8	15.13	7.2	–	–
4	14.18	4.9	–	–	–	–
Blue collar	15.97	6.1	15.60	6.7	19.72	6.1
1	9.26	12.4	9.27	12.5	–	–
2	11.24	3.8	11.24	3.8	–	–
3	11.78	3.9	11.72	4.1	12.89	2.5
4	13.36	5.3	12.95	5.6	16.35	3.9
5	16.60	3.9	16.01	3.3	19.12	4.8
6	18.22	5.5	17.49	3.9	–	–
7	22.61	5.5	22.57	6.1	22.94	10.4
8	29.95	6.1	29.79	7.1	–	–
9	33.45	15.0	33.45	15.0	–	–
Precision production, craft, and repair	19.49	5.4	19.21	6.0	22.03	8.4
4	13.77	4.6	13.63	4.5	–	–
5	16.29	3.4	16.09	3.5	–	–
6	20.02	8.3	17.81	4.1	–	–
7	22.29	3.3	22.27	3.6	22.44	9.2
8	30.41	8.3	30.41	8.3	–	–
Industrial machinery repairers	20.83	7.9	20.83	7.9	–	–
Mechanics and repairers, n.e.c.	17.72	4.4	17.60	5.0	–	–
7	21.17	3.3	–	–	–	–
Electricians	24.42	4.0	23.26	5.5	–	–
7	25.11	2.3	–	–	–	–
Construction trades, n.e.c.	18.78	2.5	–	–	–	–

See footnotes at end of table.

Table 4-1. **Selected occupations¹ and levels,² all workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Portland-Salem, OR-WA, September 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						
Precision production, craft, and repair —Continued						
Supervisors, production	\$19.44	10.1	\$19.44	10.1	—	—
Electrical and electronic equipment assemblers ..	13.41	3.1	13.41	3.1	—	—
4	14.02	.6	14.02	.6	—	—
Inspectors, testers, and graders	19.67	7.0	19.67	7.0	—	—
Machine operators, assemblers, and inspectors						
1	13.16	9.6	13.13	9.7	—	—
2	8.11	3.5	8.11	3.5	—	—
3	10.83	3.8	10.83	3.8	—	—
4	11.47	6.7	11.47	6.7	—	—
5	11.81	9.2	11.67	9.2	—	—
6	14.03	4.4	14.03	4.4	—	—
7	16.31	4.5	16.31	4.5	—	—
Molding and casting machine operators	20.81	8.3	20.81	8.3	—	—
Printing press operators	11.12	19.6	11.12	19.6	—	—
Miscellaneous machine operators, n.e.c.	18.67	1.8	—	—	—	—
2	12.41	2.6	12.41	2.6	—	—
4	11.24	2.8	11.24	2.8	—	—
Welders and cutters	11.68	6.6	11.68	6.6	—	—
7	19.94	10.6	19.94	10.6	—	—
Assemblers	23.09	12.5	23.09	12.5	—	—
Production inspectors, checkers and examiners ..	11.44	6.8	11.44	6.8	—	—
12.31	10.5	12.31	10.5	—	—	
Transportation and material moving						
3	18.68	13.3	18.58	17.2	\$19.02	8.0
4	12.07	6.4	—	—	—	—
5	15.99	3.8	16.43	4.1	—	—
7	18.02	5.8	17.20	7.0	19.36	5.2
Truck drivers	28.21	17.0	28.26	18.8	—	—
Bus drivers	17.25	2.7	17.36	3.0	—	—
Industrial truck and tractor equipment operators ..	15.12	14.3	—	—	17.13	9.5
14.26	8.1	14.26	8.1	—	—	
Handlers, equipment cleaners, helpers, and laborers						
1	12.57	6.1	12.16	6.6	17.31	5.7
2	10.09	14.5	10.10	14.6	—	—
3	11.92	8.5	11.92	8.5	—	—
4	11.77	4.8	11.77	4.9	—	—
5	15.14	5.8	13.95	4.0	—	—
Construction laborers	17.23	6.6	16.90	8.0	—	—
Production helpers	16.88	4.5	—	—	—	—
Stock handlers and baggers	12.59	2.5	12.59	2.5	—	—
1	9.67	9.4	9.67	9.4	—	—
Freight, stock, and material handlers, n.e.c.	8.17	3.7	8.17	3.7	—	—
2	12.65	3.9	12.65	3.9	—	—
Hand packers and packagers	12.60	6.0	12.60	6.0	—	—
Laborers, except construction, n.e.c.	11.00	9.6	11.00	9.6	—	—
16.58	5.1	16.27	6.8	—	—	
Service						
1	11.75	2.7	9.74	2.1	18.89	3.5
2	7.87	2.5	7.71	2.2	—	—
3	10.43	3.5	10.06	3.6	12.66	5.1
4	9.61	3.2	9.48	3.4	11.24	6.7
5	11.62	6.4	10.70	5.3	14.42	2.9
7	16.64	5.7	14.35	8.3	18.83	2.4
Protective service	23.66	3.6	—	—	24.80	1.2
5	15.82	19.8	9.41	7.3	22.08	3.7
7	17.76	7.2	—	—	18.83	2.4
Guards and police, except public service	24.83	1.2	—	—	24.83	1.2
Food service	10.11	11.6	9.43	8.0	—	—
1	9.58	4.5	9.41	4.8	12.05	7.0
2	7.41	2.0	7.15	1.8	—	—
3	7.98	3.8	7.68	2.8	—	—
8.95	4.1	8.89	4.3	—	—	

See footnotes at end of table.

Table 4-1. **Selected occupations¹ and levels,² all workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Portland-Salem, OR-WA, September 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						
4	\$9.81	9.7	\$8.98	5.3	—	—
Waiters, waitresses, and bartenders	6.98	3.0	6.81	.7	—	—
Waiters and waitresses	6.78	1.1	6.78	1.1	—	—
Waiters'/Waitresses' assistants	7.21	9.8	—	—	—	—
Other food service	10.34	7.2	10.18	7.6	\$12.43	4.2
1	7.72	5.9	—	—	—	—
2	8.54	3.7	8.21	2.4	—	—
3	9.56	7.0	9.51	7.3	—	—
4	9.93	9.7	9.06	5.3	—	—
Supervisors, food preparation and service	15.17	6.7	15.17	6.7	—	—
Cooks	11.30	7.2	10.81	8.1	—	—
4	10.48	11.4	—	—	—	—
Kitchen workers, food preparation	9.07	5.0	8.98	5.0	—	—
Food preparation, n.e.c.	7.98	3.0	7.82	1.4	—	—
Health service	11.25	2.3	11.24	2.3	—	—
3	11.69	5.4	11.69	5.4	—	—
4	11.28	3.5	11.28	3.5	—	—
Nursing aides, orderlies and attendants	10.95	1.8	10.93	1.8	—	—
3	11.04	.9	11.04	.9	—	—
4	11.00	3.0	11.00	3.0	—	—
Cleaning and building service	10.38	7.5	9.65	7.3	13.27	3.2
2	12.28	3.0	12.11	3.1	—	—
3	9.73	8.0	8.96	7.6	—	—
4	13.70	11.0	—	—	—	—
Maids and housemen	8.84	8.4	8.84	8.4	—	—
Janitors and cleaners	10.42	9.4	9.56	9.2	13.20	3.5
2	12.52	3.4	12.41	3.8	—	—
3	10.34	8.1	—	—	—	—
Personal service	8.99	3.2	8.69	3.6	—	—
3	8.70	.4	8.62	.7	—	—
Early childhood teachers' assistants	7.97	4.3	—	—	—	—

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

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

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

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

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

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

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

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, Portland-Salem, OR-WA, September 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	\$19.49	2.7	\$18.57	3.4	\$22.72	3.0
All excluding sales	19.79	2.9	18.89	3.6	22.74	3.0
White collar	22.99	1.5	22.69	1.9	23.70	2.7
2	10.85	7.7	—	—	—	—
3	11.37	4.3	11.38	5.2	11.33	2.9
4	13.93	3.1	13.85	4.6	14.10	1.3
5	16.30	3.3	16.35	3.9	16.02	1.9
6	18.86	3.5	18.64	4.3	20.26	4.4
7	21.07	3.2	21.99	3.4	18.38	4.2
8	23.21	4.8	23.80	3.8	21.57	11.7
9	28.32	1.7	28.71	2.4	27.94	2.3
10	34.42	5.6	33.93	7.3	35.70	8.9
11	32.96	3.6	33.48	4.1	31.76	7.3
12	43.89	3.1	43.51	3.1	—	—
13	54.29	3.5	56.91	2.9	—	—
14	78.48	10.5	—	—	—	—
Not able to be leveled	33.47	17.1	27.60	27.1	—	—
White collar excluding sales	23.97	1.7	24.09	2.2	23.73	2.7
2	9.95	6.9	—	—	—	—
3	11.95	4.4	12.19	5.8	11.33	2.9
4	13.67	2.5	13.36	4.2	14.09	1.3
5	16.40	3.4	16.47	4.0	16.02	1.9
6	19.01	3.3	18.79	4.0	20.26	4.4
7	21.32	3.0	22.34	3.0	18.39	4.2
8	23.38	5.2	24.23	3.6	21.57	11.7
9	28.32	1.7	28.71	2.4	27.94	2.3
10	34.51	5.8	34.03	7.5	35.70	8.9
11	33.05	3.7	33.64	4.5	31.76	7.3
12	43.89	3.1	43.51	3.1	—	—
13	54.29	3.5	56.91	2.9	—	—
14	78.48	10.5	—	—	—	—
Not able to be leveled	33.25	18.0	26.79	29.4	—	—
Professional specialty and technical	28.08	1.8	28.37	2.3	27.62	2.8
Professional specialty	29.60	1.5	30.56	1.7	28.37	2.3
6	21.91	11.3	—	—	—	—
7	23.42	6.6	23.54	7.3	—	—
8	23.94	7.1	24.78	5.3	22.50	15.8
9	28.01	2.0	28.33	3.5	27.81	2.3
10	35.57	7.9	34.81	10.1	37.76	9.0
11	34.80	4.9	34.75	6.3	34.94	3.9
12	42.46	1.4	43.12	1.8	—	—
Engineers, architects, and surveyors	33.33	1.9	33.65	2.2	—	—
9	28.97	3.9	28.76	4.6	—	—
11	35.78	2.5	35.97	2.7	—	—
12	41.94	1.9	41.94	1.9	—	—
Industrial engineers	34.12	4.8	34.12	4.8	—	—
Mechanical engineers	28.17	1.8	28.17	1.8	—	—
Engineers, n.e.c.	30.65	8.3	30.65	8.3	—	—
Mathematical and computer scientists	33.99	3.6	34.18	3.9	—	—
9	32.56	2.9	—	—	—	—
Computer systems analysts and scientists	34.07	3.8	34.27	4.2	—	—
9	32.56	2.9	—	—	—	—
Natural scientists	—	—	—	—	—	—
Health related	28.26	5.5	29.05	6.2	—	—
9	26.75	6.1	27.96	6.3	—	—
Registered nurses	27.55	3.8	26.84	4.1	—	—
9	26.04	1.7	26.00	1.7	—	—
Teachers, college and university	29.28	6.5	—	—	35.21	3.5
10	31.45	21.5	—	—	41.21	6.4
Other post-secondary teachers	23.15	6.9	—	—	—	—
Teachers, except college and university	28.08	3.1	18.74	7.2	29.06	2.9
8	28.32	9.2	24.48	7.6	—	—
9	29.28	1.9	—	—	29.40	1.9

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, Portland-Salem, OR-WA, September 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						
Elementary school teachers	\$28.58	2.8	–	–	\$28.89	2.6
9	28.85	2.8	–	–	28.85	2.8
Secondary school teachers	30.77	1.3	–	–	30.75	1.3
9	30.71	1.5	–	–	30.71	1.5
Teachers, special education	26.80	4.7	–	–	28.35	1.2
9	26.87	4.8	–	–	–	–
Teachers, n.e.c.	19.85	14.1	–	–	–	–
Librarians, archivists, and curators	–	–	–	–	–	–
Social scientists and urban planners	26.42	7.0	–	–	25.14	8.8
Social, recreation, and religious workers	18.77	1.0	–	–	–	–
Social workers	18.94	1.7	–	–	–	–
Lawyers and judges	–	–	–	–	–	–
Writers, authors, entertainers, athletes, and professionals, n.e.c.	21.31	5.5	–	–	–	–
Technical	21.44	4.6	\$21.90	5.0	19.22	6.8
5	19.59	10.6	19.59	10.6	–	–
6	18.33	3.5	17.73	3.6	–	–
7	21.30	6.2	22.39	3.7	–	–
8	21.45	7.4	–	–	–	–
9	31.42	5.3	31.42	5.3	–	–
Clinical laboratory technologists and technicians	17.49	7.4	17.49	7.4	–	–
Radiological technicians	24.95	2.8	24.95	2.8	–	–
Licensed practical nurses	20.15	7.9	20.15	7.9	–	–
Health technologists and technicians, n.e.c.	18.07	7.3	–	–	–	–
Electrical and electronic technicians	22.37	7.0	21.95	7.6	–	–
Executive, administrative, and managerial	33.59	5.0	34.08	6.3	32.08	5.1
7	21.13	4.6	20.78	4.8	–	–
8	23.94	5.4	24.25	5.8	–	–
9	28.96	2.9	28.91	4.0	29.07	2.8
11	30.14	5.2	31.10	6.3	–	–
12	45.02	4.6	43.82	4.8	–	–
13	56.25	4.5	–	–	–	–
Executives, administrators, and managers	38.49	5.9	39.17	6.7	36.02	10.0
9	29.55	3.5	29.24	4.3	30.71	4.5
11	29.68	5.5	31.11	6.8	–	–
12	45.02	4.6	43.82	4.8	–	–
13	56.25	4.5	–	–	–	–
Managers, marketing, advertising, and public relations	42.53	3.4	42.53	3.4	–	–
Administrators, education and related fields	43.10	11.1	38.62	13.8	–	–
Managers and administrators, n.e.c.	40.25	7.9	42.60	7.0	–	–
9	29.24	3.8	28.68	3.4	–	–
12	45.51	8.4	45.51	8.4	–	–
Management related	23.80	3.5	22.70	4.8	26.41	5.0
7	21.13	4.6	20.78	4.8	–	–
8	24.01	7.4	24.48	8.1	–	–
9	26.72	5.9	26.35	11.0	–	–
Accountants and auditors	21.08	3.7	20.88	3.9	–	–
8	22.45	2.9	–	–	–	–
Management related, n.e.c.	28.05	4.9	–	–	–	–
Sales	14.53	8.6	14.52	8.7	–	–
3	10.34	10.9	10.34	10.9	–	–
4	14.77	8.7	14.77	8.9	–	–
Supervisors, sales	15.94	12.3	15.94	12.3	–	–
Cashiers	11.63	4.3	11.52	4.3	–	–
Administrative support, including clerical	15.11	2.1	15.24	2.9	14.81	2.1

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, Portland-Salem, OR-WA, September 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						
2	\$9.95	6.9	–	–	–	–
3	11.89	4.4	\$12.11	5.9	\$11.33	2.9
4	13.67	2.6	13.31	4.5	14.11	1.3
5	16.17	3.9	16.15	4.6	16.30	3.4
6	18.32	4.7	17.93	5.4	21.56	7.0
7	19.85	4.1	21.70	3.6	–	–
Supervisors, general office	20.54	10.1	22.78	10.1	–	–
Secretaries	16.94	4.8	17.69	6.0	15.24	4.5
4	13.83	6.5	–	–	–	–
5	18.07	7.6	18.74	9.4	–	–
6	15.41	4.6	–	–	–	–
Order clerks	14.59	8.1	14.36	8.5	–	–
4	14.21	7.8	14.21	7.8	–	–
5	14.96	5.7	–	–	–	–
Records clerks, n.e.c.	17.63	6.9	–	–	–	–
Bookkeepers, accounting and auditing clerks	15.80	8.6	15.67	9.6	–	–
4	14.63	5.5	13.74	3.5	–	–
Traffic, shipping and receiving clerks	13.53	4.6	13.53	4.6	–	–
Stock and inventory clerks	12.77	14.5	11.22	9.6	–	–
Insurance adjusters, examiners, and investigators	16.61	7.5	16.61	7.5	–	–
General office clerks	13.40	3.7	15.13	10.6	12.55	1.5
3	11.45	4.0	–	–	–	–
4	13.98	6.0	–	–	13.28	3.6
Teachers' aides	13.30	11.0	–	–	13.30	11.0
Administrative support, n.e.c.	15.97	8.4	15.68	9.6	–	–
4	14.33	5.0	–	–	–	–
Blue collar	16.27	6.1	15.88	6.6	20.53	5.8
1	9.71	14.6	9.71	14.6	–	–
2	11.14	4.1	11.14	4.1	–	–
3	11.47	4.1	11.48	4.2	–	–
4	13.35	5.4	12.93	5.7	16.43	4.0
5	16.61	4.0	15.97	3.2	19.90	3.2
6	18.22	5.5	17.49	3.9	–	–
7	22.58	5.5	22.54	6.1	22.94	10.4
8	29.95	6.1	29.79	7.1	–	–
9	33.45	15.0	33.45	15.0	–	–
Precision production, craft, and repair	19.55	5.3	19.27	5.9	22.03	8.4
4	13.77	4.6	13.63	4.5	–	–
5	16.29	3.4	16.09	3.5	–	–
6	20.02	8.3	17.81	4.1	–	–
7	22.25	3.2	22.22	3.5	22.44	9.2
8	30.41	8.3	30.41	8.3	–	–
Industrial machinery repairers	20.83	7.9	20.83	7.9	–	–
Mechanics and repairers, n.e.c.	17.72	4.4	17.60	5.0	–	–
7	21.17	3.3	–	–	–	–
Electricians	24.42	4.0	23.26	5.5	–	–
7	25.11	2.3	–	–	–	–
Construction trades, n.e.c.	18.78	2.5	–	–	–	–
Supervisors, production	19.44	10.1	19.44	10.1	–	–
Electrical and electronic equipment assemblers ..	13.41	3.1	13.41	3.1	–	–
4	14.02	.6	14.02	.6	–	–
Inspectors, testers, and graders	19.67	7.0	19.67	7.0	–	–
Machine operators, assemblers, and inspectors	13.17	9.7	13.14	9.7	–	–
1	8.11	3.5	8.11	3.5	–	–
2	10.83	3.8	10.83	3.8	–	–
3	11.43	6.9	11.43	6.9	–	–
4	11.81	9.2	11.67	9.2	–	–

See footnotes at end of table.

Table 4-2. **Selected occupations¹ and levels,² full-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Portland-Salem, OR-WA, September 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						
5	\$14.03	4.4	\$14.03	4.4	—	—
6	16.31	4.5	16.31	4.5	—	—
7	20.81	8.3	20.81	8.3	—	—
Molding and casting machine operators	11.12	19.6	11.12	19.6	—	—
Printing press operators	18.67	1.8	—	—	—	—
Miscellaneous machine operators, n.e.c.	12.41	2.6	12.41	2.6	—	—
2	11.24	2.8	11.24	2.8	—	—
4	11.68	6.6	11.68	6.6	—	—
Welders and cutters	19.94	10.6	19.94	10.6	—	—
7	23.09	12.5	23.09	12.5	—	—
Assemblers	11.44	6.8	11.44	6.8	—	—
Production inspectors, checkers and examiners ..	12.31	10.5	12.31	10.5	—	—
Transportation and material moving	19.61	11.8	19.34	14.7	\$20.68	6.0
3	12.32	13.1	12.44	13.7	—	—
4	16.03	3.7	16.43	4.1	—	—
5	18.28	6.5	17.13	7.3	—	—
7	28.21	17.0	28.26	18.8	—	—
Truck drivers	17.20	2.9	17.31	3.2	—	—
Industrial truck and tractor equipment operators ..	14.26	8.1	14.26	8.1	—	—
Handlers, equipment cleaners, helpers, and laborers	13.21	5.2	12.77	5.9	17.54	4.3
1	11.49	16.3	11.49	16.3	—	—
2	11.61	9.6	11.61	9.6	—	—
3	11.71	5.0	11.71	5.0	—	—
4	15.19	6.1	13.89	4.4	—	—
5	17.23	6.6	16.90	8.0	—	—
Production helpers	12.59	2.5	12.59	2.5	—	—
Stock handlers and baggers	10.81	9.8	10.81	9.8	—	—
Freight, stock, and material handlers, n.e.c.	12.64	4.2	12.64	4.2	—	—
Hand packers and packagers	10.75	10.6	10.75	10.6	—	—
Laborers, except construction, n.e.c.	16.58	5.1	16.27	6.8	—	—
Service	12.58	4.3	10.23	2.7	19.62	3.7
1	8.10	3.3	7.91	2.6	—	—
2	11.04	4.6	10.72	4.9	—	—
3	9.74	3.7	9.59	3.8	11.86	5.5
4	11.81	6.2	10.83	5.0	14.70	4.1
5	16.63	5.8	14.31	8.6	18.83	2.4
7	23.66	3.6	—	—	24.80	1.2
Protective service	16.18	19.5	9.50	7.5	22.46	2.9
5	17.76	7.2	—	—	18.83	2.4
7	24.83	1.2	—	—	24.83	1.2
Guards and police, except public service	10.23	11.7	9.54	8.3	—	—
Food service	10.13	6.2	10.01	6.5	—	—
1	7.49	4.4	7.49	4.4	—	—
2	8.06	5.8	—	—	—	—
3	9.12	5.4	9.05	5.6	—	—
4	9.77	9.3	9.06	5.3	—	—
Waiters, waitresses, and bartenders	6.59	.9	6.59	.9	—	—
Other food service	10.68	7.8	10.56	8.1	—	—
3	9.82	7.8	9.77	8.2	—	—
4	9.77	9.3	9.06	5.3	—	—
Supervisors, food preparation and service	15.17	6.7	15.17	6.7	—	—
Cooks	11.23	7.8	10.81	8.1	—	—
4	10.41	11.5	—	—	—	—
Kitchen workers, food preparation	8.68	3.6	8.68	3.6	—	—
Health service	11.52	2.0	11.52	2.0	—	—
3	11.74	6.3	11.74	6.3	—	—

See footnotes at end of table.

Table 4-2. **Selected occupations¹ and levels,² full-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Portland-Salem, OR-WA, September 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						
Health service –Continued						
Nursing aides, orderlies and attendants	\$11.22	1.4	\$11.22	1.4	–	–
3	10.97	.9	10.97	.9	–	–
Cleaning and building service	11.24	5.1	10.46	5.4	\$13.34	3.6
2	12.34	3.4	12.18	3.6	–	–
3	9.71	8.1	8.96	7.6	–	–
4	13.70	11.0	–	–	–	–
Maids and housemen	8.62	4.9	8.62	4.9	–	–
Janitors and cleaners	11.44	6.5	10.57	7.3	13.27	3.8
2	12.53	3.4	12.42	3.8	–	–
3	10.35	8.5	–	–	–	–
Personal service	9.07	4.6	8.96	5.3	–	–
3	8.88	1.3	–	–	–	–

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

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

³ 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, Portland-Salem, OR-WA, September 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	\$13.48	3.7	\$12.71	4.6	\$16.06	4.4
All excluding sales	13.68	4.2	12.92	5.3	16.06	4.4
White collar	17.89	3.2	18.13	4.5	17.44	3.9
2	10.37	2.2	—	—	—	—
3	11.18	4.7	10.26	5.9	12.99	4.9
4	13.22	4.6	13.06	6.3	—	—
5	17.66	12.5	—	—	—	—
6	22.04	6.2	—	—	—	—
7	21.34	12.7	—	—	—	—
8	23.22	4.8	24.82	3.8	—	—
9	27.85	3.9	27.77	5.2	28.10	2.7
10	39.28	3.3	—	—	—	—
White collar excluding sales	18.91	4.1	19.86	6.5	17.44	3.9
2	10.37	2.2	—	—	—	—
3	11.82	4.4	10.74	4.8	12.99	4.9
4	13.68	4.7	13.64	6.5	—	—
5	17.66	12.5	—	—	—	—
6	22.04	6.2	—	—	—	—
7	21.34	12.7	—	—	—	—
8	23.22	4.8	24.82	3.8	—	—
9	27.85	3.9	27.77	5.2	28.10	2.7
10	39.28	3.3	—	—	—	—
Professional specialty and technical	24.35	3.2	25.74	4.3	22.02	4.0
Professional specialty	25.79	3.6	27.55	3.9	23.27	4.6
8	23.22	4.8	24.82	3.8	—	—
9	27.85	3.9	27.77	5.2	28.10	2.7
10	39.28	3.3	—	—	—	—
Health related	27.21	2.9	27.35	3.7	—	—
8	25.48	1.8	25.47	3.0	—	—
9	27.85	4.7	27.76	5.2	—	—
Registered nurses	26.04	.9	26.15	1.0	—	—
8	25.48	1.8	25.47	3.0	—	—
9	26.23	.1	26.23	.1	—	—
Teachers, college and university	32.78	12.6	—	—	35.32	4.5
Teachers, except college and university	20.77	7.1	—	—	19.68	3.9
Teachers, n.e.c.	22.73	38.6	—	—	—	—
Social scientists and urban planners	—	—	—	—	—	—
Social, recreation, and religious workers	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	—	—	—	—	—	—
Technical	19.20	11.3	20.77	9.9	—	—
Sales	9.90	10.6	9.90	10.6	—	—
Administrative support, including clerical	12.12	2.6	11.91	4.3	12.41	3.0
3	11.82	4.4	10.74	4.8	12.99	4.9
4	13.66	5.1	13.62	7.2	—	—
General office clerks	11.09	8.7	—	—	—	—
Teachers' aides	12.89	4.3	—	—	12.89	4.3
Blue collar	11.63	7.0	11.09	7.7	14.18	5.4
1	7.56	3.3	—	—	—	—
3	12.92	9.4	—	—	—	—
Precision production, craft, and repair	—	—	—	—	—	—
Machine operators, assemblers, and inspectors	—	—	—	—	—	—
Transportation and material moving	13.23	8.6	—	—	14.41	3.9
Bus drivers	12.77	7.4	—	—	14.41	3.9
Handlers, equipment cleaners, helpers, and laborers	9.22	8.1	9.22	8.2	—	—
1	7.56	3.3	—	—	—	—

See footnotes at end of table.

Table 4-3. **Selected occupations¹ and levels,² part-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Portland-Salem, OR-WA, September 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	\$8.39	3.1	\$8.12	3.4	\$11.03	5.5
1	7.63	2.0	7.52	1.9	—	—
2	8.62	6.1	8.15	7.5	—	—
3	8.78	6.7	8.74	7.6	—	—
4	10.27	6.3	—	—	—	—
Protective service	8.27	3.2	—	—	—	—
Food service	8.12	4.0	7.64	5.6	11.32	1.9
2	7.91	4.5	7.35	2.8	—	—
Waiters, waitresses, and bartenders	7.28	5.4	6.99	2.4	—	—
Other food service	8.86	9.0	8.26	10.4	—	—
Health service	—	—	—	—	—	—
Cleaning and building service	8.01	6.6	7.97	6.6	—	—
Personal service	8.84	11.1	8.15	.5	—	—

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, Portland-Salem, OR-WA, September 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	\$19.49	\$13.48	\$19.92	\$18.42	\$18.93	–
All excluding sales	19.79	13.68	20.20	18.70	19.25	–
White collar	22.99	17.89	21.29	23.18	22.62	–
White-collar excluding sales	23.97	18.91	22.01	24.33	23.63	–
Professional specialty and technical	28.08	24.35	26.91	28.23	27.74	–
Professional specialty	29.60	25.79	27.52	30.54	29.26	–
Technical	21.44	19.20	19.36	21.52	21.20	–
Executive, administrative, and managerial	33.59	–	27.56	34.42	33.59	–
Sales	14.53	9.90	12.76	14.56	13.31	–
Administrative support, including clerical	15.11	12.12	14.75	14.90	14.89	–
Blue collar	16.27	11.63	19.43	13.20	15.97	–
Precision production, craft, and repair	19.55	–	23.67	16.68	19.49	–
Machine operators, assemblers, and inspectors	13.17	–	17.99	11.17	13.16	–
Transportation and material moving	19.61	13.23	20.34	14.38	18.68	–
Handlers, equipment cleaners, helpers, and laborers	13.21	9.22	14.36	10.69	12.57	–
Service	12.58	8.39	16.21	9.82	11.75	–
	Relative error ⁶ (percent)					
All occupations	2.7	3.7	3.5	3.4	2.5	–
All excluding sales	2.9	4.2	3.6	3.5	2.6	–
White collar	1.5	3.2	2.0	1.7	1.6	–
White-collar excluding sales	1.7	4.1	1.8	2.0	1.7	–
Professional specialty and technical	1.8	3.2	2.0	2.1	1.7	–
Professional specialty	1.5	3.6	1.6	1.7	1.4	–
Technical	4.6	11.3	4.9	4.6	4.4	–
Executive, administrative, and managerial	5.0	–	3.6	5.3	5.0	–
Sales	8.6	10.6	5.4	10.7	7.7	–
Administrative support, including clerical	2.1	2.6	2.3	3.1	2.2	–
Blue collar	6.1	7.0	7.7	6.3	6.1	–
Precision production, craft, and repair	5.3	–	7.8	2.2	5.4	–
Machine operators, assemblers, and inspectors	9.7	–	5.3	10.3	9.6	–
Transportation and material moving	11.8	8.6	16.0	12.9	13.3	–
Handlers, equipment cleaners, helpers, and laborers	5.2	8.1	6.1	6.4	6.1	–
Service	4.3	3.1	4.8	3.2	2.7	–

¹ Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, 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, Portland-Salem, OR-WA, September 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	\$18.05	-	-	-	-	-	-	-	-	-
All excluding sales	18.35	-	-	-	-	-	-	-	-	-
White collar	22.36	-	-	-	-	-	-	-	-	-
White-collar excluding sales	23.80	-	-	-	-	-	-	-	-	-
Professional specialty and technical	28.12	-	-	-	-	-	-	-	-	-
Professional specialty	30.28	-	-	-	-	-	-	-	-	-
Technical	21.78	-	-	-	-	-	-	-	-	-
Executive, administrative, and managerial	34.08	-	-	-	-	-	-	-	-	-
Sales	14.13	-	-	-	-	-	-	-	-	-
Administrative support, including clerical	15.00	-	-	-	-	-	-	-	-	-
Blue collar	15.60	-	-	-	-	-	-	-	-	-
Precision production, craft, and repair	19.21	-	-	-	-	-	-	-	-	-
Machine operators, assemblers, and inspectors	13.13	-	-	-	-	-	-	-	-	-
Transportation and material moving	18.58	-	-	-	-	-	-	-	-	-
Handlers, equipment cleaners, helpers, and laborers	12.16	-	-	-	-	-	-	-	-	-
Service	9.74	-	-	-	-	-	-	-	-	-
	Relative error ⁵ (percent)									
All occupations	3.2	-	-	-	-	-	-	-	-	-
All excluding sales	3.3	-	-	-	-	-	-	-	-	-
White collar	2.0	-	-	-	-	-	-	-	-	-
White-collar excluding sales	2.2	-	-	-	-	-	-	-	-	-
Professional specialty and technical	2.2	-	-	-	-	-	-	-	-	-
Professional specialty	1.6	-	-	-	-	-	-	-	-	-
Technical	4.9	-	-	-	-	-	-	-	-	-
Executive, administrative, and managerial	6.3	-	-	-	-	-	-	-	-	-
Sales	9.1	-	-	-	-	-	-	-	-	-
Administrative support, including clerical	3.0	-	-	-	-	-	-	-	-	-
Blue collar	6.7	-	-	-	-	-	-	-	-	-
Precision production, craft, and repair	6.0	-	-	-	-	-	-	-	-	-
Machine operators, assemblers, and inspectors	9.7	-	-	-	-	-	-	-	-	-
Transportation and material moving	17.2	-	-	-	-	-	-	-	-	-
Handlers, equipment cleaners, helpers, and laborers	6.6	-	-	-	-	-	-	-	-	-
Service	2.1	-	-	-	-	-	-	-	-	-

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 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, Portland-Salem, OR-WA, September 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	\$18.05	\$14.83	\$19.04	\$17.31	\$21.84
All excluding sales	18.35	14.96	19.32	17.48	22.16
White collar	22.36	18.02	23.62	22.59	24.89
White-collar excluding sales	23.80	19.54	24.82	24.09	25.60
Professional specialty and technical	28.12	22.37	29.14	28.60	29.50
Professional specialty	30.28	24.38	31.05	30.52	31.43
Technical	21.78	19.66	22.50	19.96	23.72
Executive, administrative, and managerial	34.08	25.64	37.72	40.41	33.82
Sales	14.13	13.89	14.29	15.32	—
Administrative support, including clerical	15.00	13.12	15.44	15.35	15.59
Blue collar	15.60	13.63	16.17	14.69	18.73
Precision production, craft, and repair	19.21	19.03	19.26	19.92	18.55
Machine operators, assemblers, and inspectors	13.13	10.91	13.79	13.01	15.61
Transportation and material moving	18.58	13.19	20.09	15.13	25.44
Handlers, equipment cleaners, helpers, and laborers	12.16	10.15	12.72	11.78	15.97
Service	9.74	9.08	10.02	9.62	11.77
	Relative error ⁴ (percent)				
All occupations	3.2	5.9	3.3	5.9	3.7
All excluding sales	3.3	5.2	3.4	6.5	3.7
White collar	2.0	7.8	2.5	4.5	4.4
White-collar excluding sales	2.2	6.7	2.5	5.7	3.4
Professional specialty and technical	2.2	10.9	2.1	3.5	2.0
Professional specialty	1.6	13.7	1.6	4.0	1.4
Technical	4.9	12.3	4.9	6.2	5.3
Executive, administrative, and managerial	6.3	3.5	6.9	9.1	6.6
Sales	9.1	14.8	8.5	3.7	—
Administrative support, including clerical	3.0	6.9	3.5	5.6	4.3
Blue collar	6.7	5.3	7.8	9.6	9.9
Precision production, craft, and repair	6.0	11.3	5.0	7.5	5.9
Machine operators, assemblers, and inspectors	9.7	6.6	11.4	15.8	7.2
Transportation and material moving	17.2	10.8	20.1	7.5	18.1
Handlers, equipment cleaners, helpers, and laborers	6.6	5.7	7.2	8.4	8.2
Service	2.1	3.8	3.0	3.3	5.7

¹ Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, 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, Portland-Salem, OR-WA, September 2002

Occupation ³	10	25	Median 50	75	90
All	\$8.64	\$11.41	\$16.38	\$23.69	\$32.14
All excluding sales	8.75	11.50	16.79	24.18	32.69
White collar	10.81	14.05	20.20	28.07	37.19
White collar excluding sales	11.60	15.00	21.35	28.80	37.87
Professional specialty and technical	16.92	21.35	25.95	33.72	39.45
Professional specialty	19.51	23.08	27.89	35.48	40.27
Engineers, architects, and surveyors	23.41	27.42	31.55	37.50	43.07
Industrial engineers	25.04	29.01	34.58	38.15	39.42
Mechanical engineers	22.84	25.41	29.43	30.38	32.57
Engineers, n.e.c.	23.08	23.08	27.32	35.50	38.56
Mathematical and computer scientists	19.90	28.79	34.22	40.71	43.99
Computer systems analysts and scientists	19.90	28.13	34.65	40.93	44.25
Natural scientists	-	-	-	-	-
Health related	20.43	23.07	26.36	29.53	38.00
Registered nurses	21.65	23.90	26.23	28.76	31.42
Teachers, college and university	13.94	19.65	28.97	39.95	44.79
Other post-secondary teachers	14.63	17.81	19.65	26.51	33.28
Teachers, except college and university	16.38	21.90	26.85	34.30	38.11
Elementary school teachers	20.17	22.53	27.58	34.42	38.17
Secondary school teachers	21.72	24.78	31.19	36.60	39.25
Teachers, special education	19.54	21.82	25.63	30.54	37.52
Teachers, n.e.c.	12.31	14.94	19.30	25.66	28.76
Vocational and educational counselors	11.06	11.06	16.35	30.86	37.52
Librarians, archivists, and curators	-	-	-	-	-
Social scientists and urban planners	19.52	21.37	25.50	29.74	36.22
Psychologists	17.94	20.37	22.01	24.05	25.95
Social, recreation, and religious workers	15.32	16.16	18.25	20.44	21.83
Social workers	16.06	16.50	18.89	20.72	22.98
Lawyers and judges	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	17.00	17.90	23.08	23.10	26.97
Technical	13.97	16.52	20.51	24.40	27.03
Clinical laboratory technologists and technicians	12.88	14.55	14.88	22.84	26.70
Licensed practical nurses	16.80	17.97	19.50	22.50	25.00
Health technologists and technicians, n.e.c.	13.97	15.34	18.46	19.38	21.78
Electrical and electronic technicians	15.00	18.17	21.96	26.65	29.31
Executive, administrative, and managerial	20.65	24.26	28.16	36.05	54.01
Executives, administrators, and managers	24.85	27.50	32.69	47.06	58.97
Managers, marketing, advertising, and public relations	29.37	34.33	41.64	53.84	53.84
Administrators, education and related fields	24.26	36.00	36.13	51.42	65.00
Managers and administrators, n.e.c.	25.50	27.74	32.69	47.41	60.10
Management related	18.40	20.69	21.64	27.50	31.88
Accountants and auditors	15.60	21.15	21.63	21.63	23.34
Management related, n.e.c.	21.21	22.50	27.79	31.92	35.49
Sales	8.00	10.00	13.45	16.83	18.75
Supervisors, sales	9.01	13.60	15.25	17.80	21.15
Cashiers	7.50	8.53	12.29	13.45	16.92
Administrative support, including clerical	9.83	11.72	14.22	17.31	20.37
Supervisors, general office	14.32	17.32	18.77	25.69	28.21
Secretaries	12.57	13.69	16.15	18.80	24.18
Receptionists	9.54	10.00	12.05	13.80	14.12
Information clerks, n.e.c.	11.10	11.66	13.50	16.06	22.67
Order clerks	9.50	11.05	13.63	17.31	19.34
Library clerks	10.56	11.64	12.19	14.12	14.82
Records clerks, n.e.c.	13.46	15.70	18.05	20.86	20.86
Bookkeepers, accounting and auditing clerks	12.06	13.44	15.39	18.13	25.15
Traffic, shipping and receiving clerks	9.00	12.25	13.45	14.69	17.00
Stock and inventory clerks	7.00	9.00	13.22	16.92	20.37
Insurance adjusters, examiners, and investigators	12.75	14.28	15.91	19.95	20.45
General office clerks	9.78	10.39	12.36	15.01	16.98
Teachers' aides	10.39	11.70	12.45	14.73	15.13
Administrative support, n.e.c.	10.98	13.35	15.73	18.51	20.31

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, Portland-Salem, OR-WA, September 2002 — Continued

Occupation ³	10	25	Median 50	75	90
Blue collar	\$8.37	\$10.60	\$14.85	\$19.10	\$25.08
Precision production, craft, and repair	10.78	15.14	18.82	23.52	27.38
Industrial machinery repairers	17.40	17.40	18.54	24.64	29.59
Mechanics and repairers, n.e.c.	9.75	15.13	18.65	21.72	23.32
Electricians	19.04	25.08	25.60	26.83	27.38
Construction trades, n.e.c.	16.67	16.97	19.80	20.07	20.07
Supervisors, production	10.00	16.00	20.35	22.25	26.74
Electrical and electronic equipment assemblers ..	8.84	10.31	13.50	16.00	17.79
Inspectors, testers, and graders	16.11	17.06	18.98	23.16	23.16
Machine operators, assemblers, and inspectors	8.00	9.60	12.37	15.15	19.43
Molding and casting machine operators	7.96	8.72	9.98	12.50	17.15
Printing press operators	17.19	17.66	18.54	18.90	20.79
Miscellaneous machine operators, n.e.c.	9.53	10.21	11.50	14.41	15.35
Welders and cutters	14.05	16.54	18.45	21.20	29.10
Assemblers	8.00	8.57	10.86	13.65	15.15
Production inspectors, checkers and examiners ..	8.50	9.50	12.75	14.35	16.04
Transportation and material moving	9.70	13.50	16.91	21.00	29.87
Truck drivers	11.00	13.44	17.55	18.75	23.35
Bus drivers	9.35	11.68	14.16	19.68	19.98
Industrial truck and tractor equipment operators ..	8.75	11.00	14.60	17.82	18.79
Handlers, equipment cleaners, helpers, and laborers	7.00	8.09	12.00	16.00	18.38
Construction laborers	14.50	16.88	16.88	16.88	19.20
Production helpers	8.69	10.73	12.25	14.69	16.93
Stock handlers and baggers	7.00	7.15	9.50	10.60	15.33
Freight, stock, and material handlers, n.e.c.	10.00	11.40	12.00	14.41	15.25
Hand packers and packagers	7.50	7.83	10.10	13.81	15.03
Laborers, except construction, n.e.c.	12.00	14.41	16.20	19.14	20.98
Service	7.00	7.90	10.00	13.81	19.25
Protective service	7.90	9.00	13.58	22.31	27.45
Guards and police, except public service	7.25	8.15	9.00	11.41	14.63
Food service	6.50	7.25	8.25	11.25	15.50
Waiters, waitresses, and bartenders	6.50	6.50	6.50	7.01	7.90
Waiters and waitresses	6.50	6.50	6.50	7.01	7.50
Waiters/Waitresses' assistants	6.50	6.50	6.50	7.00	10.02
Other food service	7.25	7.64	9.50	11.93	16.30
Supervisors, food preparation and service	12.00	15.40	16.30	16.30	16.46
Cooks	7.50	9.50	11.00	13.94	14.76
Kitchen workers, food preparation	7.15	7.64	8.91	10.25	11.60
Food preparation, n.e.c.	7.25	7.25	7.36	8.00	9.50
Health service	9.55	10.00	11.00	12.50	14.00
Nursing aides, orderlies and attendants	9.55	9.85	10.50	11.89	13.00
Cleaning and building service	7.00	7.50	9.51	12.35	14.50
Maids and housemen	6.50	7.04	7.50	11.28	11.37
Janitors and cleaners	7.00	7.50	10.04	13.16	14.29
Personal service	6.90	7.29	7.59	9.79	13.08
Early childhood teachers' assistants	6.90	7.29	7.59	8.50	9.13

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, Portland-Salem, OR-WA, September 2002

Occupation ³	Private industry				
	10	25	Median 50	75	90
All	\$8.00	\$10.50	\$15.25	\$22.25	\$31.02
All excluding sales	8.00	10.50	15.50	23.08	31.31
White collar	10.35	13.75	19.81	27.50	37.26
White collar excluding sales	11.25	14.88	21.43	28.80	38.00
Professional specialty and technical	16.62	21.57	26.35	34.13	40.27
Professional specialty	19.90	23.76	28.85	36.49	42.50
Engineers, architects, and surveyors	23.50	27.50	32.14	37.50	44.23
Industrial engineers	25.04	29.01	34.58	38.15	39.42
Mechanical engineers	22.84	25.41	29.43	30.38	32.57
Engineers, n.e.c.	23.08	23.08	27.32	35.50	38.56
Mathematical and computer scientists	19.90	28.13	34.98	41.08	44.43
Computer systems analysts and scientists	19.90	28.13	35.34	41.27	44.48
Natural scientists	-	-	-	-	-
Health related	21.50	23.96	26.61	29.85	38.00
Registered nurses	21.50	23.76	26.07	28.30	30.50
Teachers, college and university	-	-	-	-	-
Teachers, except college and university	11.06	12.05	19.30	25.66	29.17
Teachers, n.e.c.	19.30	19.81	24.87	26.43	29.70
Librarians, archivists, and curators	-	-	-	-	-
Social scientists and urban planners	-	-	-	-	-
Social, recreation, and religious workers	-	-	-	-	-
Lawyers and judges	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	-	-	-	-	-
Technical	13.97	16.52	21.45	25.00	27.63
Clinical laboratory technologists and technicians	12.88	14.55	14.88	22.84	26.70
Licensed practical nurses	16.80	18.00	19.50	22.50	25.00
Health technologists and technicians, n.e.c.	13.97	13.97	15.92	19.15	21.78
Electrical and electronic technicians	15.00	17.76	21.80	25.00	28.34
Executive, administrative, and managerial	20.51	23.38	28.22	36.06	54.01
Executives, administrators, and managers	24.81	27.40	32.72	46.51	61.17
Managers, marketing, advertising, and public relations	29.37	34.33	41.64	53.84	53.84
Administrators, education and related fields	24.26	36.00	36.00	36.13	65.00
Managers and administrators, n.e.c.	24.85	27.74	32.69	50.86	65.34
Management related	16.95	20.42	21.63	23.66	30.96
Accountants and auditors	15.38	21.15	21.63	21.63	22.65
Sales	8.00	10.00	13.27	16.75	19.00
Supervisors, sales	9.01	13.60	15.25	17.80	21.15
Cashiers	7.50	8.53	11.60	13.00	16.92
Administrative support, including clerical	9.50	11.51	14.37	17.72	21.29
Supervisors, general office	14.61	20.05	23.68	28.21	28.21
Secretaries	12.75	14.83	16.73	20.92	24.18
Receptionists	9.54	10.00	12.05	13.80	14.12
Information clerks, n.e.c.	9.25	11.60	13.50	16.06	22.98
Order clerks	9.50	11.05	13.38	17.00	19.34
Bookkeepers, accounting and auditing clerks	12.06	13.42	15.14	17.31	25.15
Traffic, shipping and receiving clerks	9.00	12.25	13.45	14.69	17.00
Stock and inventory clerks	7.00	8.51	11.65	13.72	16.92
Insurance adjusters, examiners, and investigators	12.75	14.28	15.91	19.95	20.45
General office clerks	10.39	10.39	14.78	17.08	20.48
Administrative support, n.e.c.	10.71	12.25	14.44	16.21	21.29
Blue collar	8.00	10.32	14.41	18.82	24.17
Precision production, craft, and repair	10.70	14.70	18.54	23.16	27.87
Industrial machinery repairers	17.40	17.40	18.54	24.64	29.59
Mechanics and repairers, n.e.c.	9.75	12.54	19.84	22.30	23.42
Electricians	15.14	22.16	25.08	25.60	26.00
Supervisors, production	10.00	16.00	20.35	22.25	26.74
Electrical and electronic equipment assemblers ..	8.84	10.31	13.50	16.00	17.79
Inspectors, testers, and graders	16.11	17.06	18.98	23.16	23.16

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, Portland-Salem, OR-WA, September 2002 — Continued

Occupation ³	Private industry				
	10	25	Median 50	75	90
Blue collar –Continued					
Machine operators, assemblers, and inspectors	\$8.00	\$9.60	\$12.28	\$15.15	\$19.43
Molding and casting machine operators	7.96	8.72	9.98	12.50	17.15
Miscellaneous machine operators, n.e.c.	9.53	10.21	11.50	14.41	15.35
Welders and cutters	14.05	16.54	18.45	21.20	29.10
Assemblers	8.00	8.57	10.86	13.65	15.15
Production inspectors, checkers and examiners ..	8.50	9.50	12.75	14.35	16.04
Transportation and material moving	9.50	12.70	16.29	22.00	30.70
Truck drivers	10.95	13.50	18.21	19.00	23.35
Industrial truck and tractor equipment operators ..	8.75	11.00	14.60	17.82	18.79
Handlers, equipment cleaners, helpers, and laborers	7.00	8.00	11.50	15.25	16.93
Production helpers	8.69	10.73	12.25	14.69	16.93
Stock handlers and baggers	7.00	7.15	9.50	10.60	15.33
Freight, stock, and material handlers, n.e.c.	10.00	11.40	12.00	14.41	15.25
Hand packers and packagers	7.50	7.83	10.10	13.81	15.03
Laborers, except construction, n.e.c.	11.50	13.71	15.00	19.14	21.80
Service	6.90	7.50	9.00	11.29	13.81
Protective service	7.25	8.00	9.00	10.00	12.75
Guards and police, except public service	7.00	8.00	9.00	10.00	13.10
Food service	6.50	7.15	8.00	10.75	16.30
Waiters, waitresses, and bartenders	6.50	6.50	6.50	7.01	7.50
Waiters and waitresses	6.50	6.50	6.50	7.01	7.50
Other food service	7.25	7.63	9.00	11.75	16.30
Supervisors, food preparation and service	12.00	15.40	16.30	16.30	16.46
Cooks	7.50	8.86	10.00	11.66	15.23
Kitchen workers, food preparation	7.15	7.64	8.91	10.25	11.50
Food preparation, n.e.c.	7.25	7.25	7.36	8.00	9.50
Health service	9.55	10.00	10.85	12.50	14.00
Nursing aides, orderlies and attendants	9.54	9.85	10.50	11.89	13.00
Cleaning and building service	7.00	7.30	9.00	11.28	13.81
Maids and housemen	6.50	7.04	7.50	11.28	11.37
Janitors and cleaners	7.00	7.30	9.00	11.29	13.81
Personal service	6.90	7.27	7.51	9.00	12.48

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, Portland-Salem, OR-WA, September 2002

Occupation ³	State and local government				
	10	25	Median 50	75	90
All	\$12.05	\$15.01	\$20.17	\$27.38	\$34.79
All excluding sales	12.05	15.01	20.30	27.38	34.79
White collar	12.13	15.06	21.27	28.75	37.16
White collar excluding sales	12.13	15.06	21.28	28.78	37.17
Professional specialty and technical	17.62	21.16	25.03	33.59	39.25
Professional specialty	18.38	21.90	26.18	33.88	39.25
Engineers, architects, and surveyors	—	—	—	—	—
Mathematical and computer scientists	—	—	—	—	—
Natural scientists	—	—	—	—	—
Health related	19.02	19.64	24.99	28.75	33.90
Teachers, college and university	15.47	28.97	38.68	43.18	48.21
Other post-secondary teachers	12.20	14.63	17.81	33.28	51.92
Teachers, except college and university	19.30	22.65	27.85	34.98	38.22
Elementary school teachers	20.36	22.69	27.70	34.54	38.17
Secondary school teachers	21.72	24.76	31.19	36.60	39.25
Teachers, special education	21.82	23.69	25.63	34.18	37.63
Librarians, archivists, and curators	—	—	—	—	—
Social scientists and urban planners	18.43	21.37	23.95	25.95	36.22
Social, recreation, and religious workers	15.32	16.06	18.51	21.28	23.16
Lawyers and judges	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	—	—	—	—	—
Technical	12.12	15.63	18.51	20.78	22.64
Executive, administrative, and managerial	21.21	26.64	28.16	34.09	48.76
Executives, administrators, and managers	26.84	28.16	30.51	47.59	58.42
Management related	20.48	22.26	25.06	31.88	32.68
Sales	—	—	—	—	—
Administrative support, including clerical	10.69	12.13	14.12	16.81	18.75
Secretaries	12.25	13.63	15.06	17.39	17.90
Library clerks	10.56	11.64	12.19	14.12	14.82
General office clerks	9.37	10.69	12.13	13.99	15.62
Teachers' aides	10.39	11.70	12.45	14.73	15.13
Blue collar	13.91	16.69	18.85	20.98	26.83
Precision production, craft, and repair	16.97	18.65	20.07	25.95	27.38
Machine operators, assemblers, and inspectors	—	—	—	—	—
Transportation and material moving	12.31	14.38	19.68	20.38	27.66
Bus drivers	12.31	14.16	19.68	19.68	20.33
Handlers, equipment cleaners, helpers, and laborers	14.84	16.20	18.19	18.85	18.85
Service	10.61	13.53	17.50	24.28	27.45
Protective service	14.36	17.65	22.13	26.27	30.55
Food service	9.83	10.44	11.90	14.76	14.76
Waiters, waitresses, and bartenders	—	—	—	—	—
Other food service	9.83	10.61	11.93	14.76	14.76
Health service	—	—	—	—	—
Cleaning and building service	10.29	10.96	13.32	15.72	16.49
Janitors and cleaners	10.29	10.82	13.32	15.72	16.49
Personal service	—	—	—	—	—

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, Portland-Salem, OR-WA, September 2002

Occupation ³	10	25	Median 50	75	90
All	\$9.00	\$12.05	\$16.95	\$24.18	\$32.97
All excluding sales	9.15	12.16	17.31	24.76	33.69
White collar	11.06	14.54	20.37	28.21	37.63
White collar excluding sales	12.01	15.39	21.60	29.37	38.00
Professional specialty and technical	17.51	21.37	26.22	34.38	39.61
Professional specialty	19.63	23.08	28.48	35.94	40.48
Engineers, architects, and surveyors	23.41	27.42	31.55	37.50	43.07
Industrial engineers	25.04	29.01	34.58	38.15	39.42
Mechanical engineers	22.84	25.41	29.43	30.38	32.57
Engineers, n.e.c.	23.08	23.08	27.32	35.50	38.56
Mathematical and computer scientists	19.90	28.79	34.22	40.71	43.99
Computer systems analysts and scientists	19.90	28.13	34.65	40.93	44.25
Natural scientists	-	-	-	-	-
Health related	19.86	22.28	26.36	31.23	38.00
Registered nurses	21.55	23.75	26.61	29.46	33.90
Teachers, college and university	13.65	19.65	28.93	39.95	45.00
Other post-secondary teachers	14.63	17.81	19.65	26.51	32.62
Teachers, except college and university	19.22	22.49	27.32	34.54	38.17
Elementary school teachers	20.36	22.69	27.70	34.54	38.17
Secondary school teachers	21.82	24.78	31.35	36.81	39.25
Teachers, special education	19.59	22.01	25.63	30.54	37.52
Teachers, n.e.c.	13.57	15.72	19.30	25.66	26.43
Librarians, archivists, and curators	-	-	-	-	-
Social scientists and urban planners	19.56	21.69	25.95	30.33	36.22
Social, recreation, and religious workers	16.06	16.50	18.51	20.44	21.86
Social workers	16.06	16.50	18.89	20.72	22.98
Lawyers and judges	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	17.00	17.90	23.08	23.10	26.97
Technical	13.97	16.71	20.63	25.00	27.73
Clinical laboratory technologists and technicians	12.94	14.55	14.88	22.84	26.70
Radiological technicians	22.16	25.26	25.26	26.63	27.50
Licensed practical nurses	16.80	18.00	19.50	22.50	25.00
Health technologists and technicians, n.e.c.	13.97	16.52	18.51	19.38	22.33
Electrical and electronic technicians	15.00	18.17	21.96	26.65	29.31
Executive, administrative, and managerial	20.65	24.26	28.16	36.05	54.01
Executives, administrators, and managers	24.85	27.50	32.69	47.06	58.97
Managers, marketing, advertising, and public relations	29.37	34.33	41.64	53.84	53.84
Administrators, education and related fields	24.26	36.00	36.13	51.42	65.00
Managers and administrators, n.e.c.	25.50	27.74	32.69	47.41	60.10
Management related	18.40	20.69	21.64	27.50	31.88
Accountants and auditors	15.60	21.15	21.63	21.63	23.34
Management related, n.e.c.	21.21	22.50	27.79	31.92	35.49
Sales	8.25	10.45	13.60	16.92	19.01
Supervisors, sales	9.01	13.60	15.25	17.80	21.15
Cashiers	7.74	9.00	12.60	13.45	16.92
Administrative support, including clerical	10.05	12.13	14.54	17.72	20.48
Supervisors, general office	14.32	17.32	18.77	25.69	28.21
Secretaries	12.66	13.69	16.15	18.90	24.18
Order clerks	9.50	11.24	13.85	17.72	19.34
Records clerks, n.e.c.	13.46	15.70	18.05	20.86	20.86
Bookkeepers, accounting and auditing clerks	12.06	13.44	15.39	18.13	25.15
Traffic, shipping and receiving clerks	9.00	12.25	13.45	14.69	17.00
Stock and inventory clerks	7.00	9.00	12.54	15.77	20.37
Insurance adjusters, examiners, and investigators	12.75	14.28	15.91	19.95	20.45
General office clerks	9.81	10.69	12.55	15.16	16.98
Teachers' aides	9.99	11.68	12.35	15.02	18.39
Administrative support, n.e.c.	10.98	13.35	16.06	18.73	20.31
Blue collar	8.76	10.90	15.15	19.51	25.53
Precision production, craft, and repair	10.90	15.14	18.82	23.52	27.38
Industrial machinery repairers	17.40	17.40	18.54	24.64	29.59

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, Portland-Salem, OR-WA, September 2002 — Continued

Occupation ³	10	25	Median 50	75	90
Blue collar –Continued					
Precision production, craft, and repair –Continued					
Mechanics and repairers, n.e.c.	\$9.75	\$15.13	\$18.65	\$21.72	\$23.32
Electricians	19.04	25.08	25.60	26.83	27.38
Construction trades, n.e.c.	16.67	16.97	19.80	20.07	20.07
Supervisors, production	10.00	16.00	20.35	22.25	26.74
Electrical and electronic equipment assemblers ..	8.84	10.31	13.50	16.00	17.79
Inspectors, testers, and graders	16.11	17.06	18.98	23.16	23.16
Machine operators, assemblers, and inspectors					
Molding and casting machine operators	7.96	8.72	9.98	12.50	17.15
Printing press operators	17.19	17.66	18.54	18.90	20.79
Miscellaneous machine operators, n.e.c.	9.53	10.21	11.50	14.41	15.35
Welders and cutters	14.05	16.54	18.45	21.20	29.10
Assemblers	8.00	8.57	10.86	13.65	15.15
Production inspectors, checkers and examiners ..	8.50	9.50	12.75	14.35	16.04
Transportation and material moving					
Truck drivers	11.00	13.31	17.50	18.96	23.35
Industrial truck and tractor equipment operators ..	8.75	11.00	14.60	17.82	18.79
Handlers, equipment cleaners, helpers, and laborers					
Production helpers	8.69	10.73	12.25	14.69	16.93
Stock handlers and baggers	8.00	9.00	9.50	12.09	15.61
Freight, stock, and material handlers, n.e.c.	9.50	11.15	12.05	14.41	15.25
Hand packers and packagers	7.28	7.81	10.10	13.81	15.03
Laborers, except construction, n.e.c.	12.00	14.41	16.20	19.14	20.98
Service					
Protective service	8.00	9.00	14.36	22.78	27.45
Guards and police, except public service	7.50	8.25	9.00	11.73	14.84
Food service	6.50	7.36	9.00	11.93	16.30
Waiters, waitresses, and bartenders	6.50	6.50	6.50	6.50	6.75
Other food service	7.36	8.00	9.50	12.40	16.30
Supervisors, food preparation and service	12.00	15.40	16.30	16.30	16.46
Cooks	7.50	9.25	11.00	14.00	14.76
Kitchen workers, food preparation	7.15	7.63	8.91	9.25	10.25
Health service	9.75	10.29	11.25	12.73	14.17
Nursing aides, orderlies and attendants	9.60	10.20	11.00	12.00	13.00
Cleaning and building service	7.25	8.90	11.00	13.81	15.72
Maids and housemen	6.50	7.04	7.50	10.59	11.92
Janitors and cleaners	7.50	9.05	11.29	13.81	15.72
Personal service	7.03	7.51	8.08	10.70	13.08

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, Portland-Salem, OR-WA, September 2002

Occupation ³	10	25	Median 50	75	90
All	\$7.00	\$7.75	\$11.03	\$15.49	\$25.66
All excluding sales	7.00	7.59	11.28	16.06	25.78
White collar	8.95	11.17	14.73	24.99	28.23
White collar excluding sales	9.82	12.09	16.06	25.66	28.75
Professional specialty and technical	13.57	20.37	24.99	27.93	33.79
Professional specialty	15.39	21.87	25.98	28.41	36.49
Health related	22.33	25.06	26.43	28.17	31.11
Registered nurses	21.75	24.89	25.98	27.76	29.02
Teachers, college and university	15.52	21.39	36.49	42.00	42.19
Teachers, except college and university	12.25	13.29	16.38	27.71	34.53
Teachers, n.e.c.	10.60	12.31	13.57	42.00	46.97
Social scientists and urban planners	-	-	-	-	-
Social, recreation, and religious workers	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	-	-	-	-	-
Technical	12.82	14.54	19.90	23.02	23.76
Sales	7.45	8.00	10.00	10.83	15.25
Administrative support, including clerical	8.88	10.17	12.05	13.81	15.49
General office clerks	8.86	8.86	9.82	12.90	18.47
Teachers' aides	10.72	11.70	12.71	14.64	14.73
Blue collar	7.00	7.15	10.75	14.00	17.24
Precision production, craft, and repair	-	-	-	-	-
Machine operators, assemblers, and inspectors	-	-	-	-	-
Transportation and material moving	9.35	10.10	13.70	14.38	18.31
Bus drivers	9.35	9.85	13.70	14.16	15.41
Handlers, equipment cleaners, helpers, and laborers	7.00	7.00	7.15	11.10	13.50
Service	6.70	7.00	7.50	9.75	11.28
Protective service	6.50	6.83	7.75	9.00	11.39
Food service	6.50	6.90	7.25	8.00	11.60
Waiters, waitresses, and bartenders	6.50	6.50	7.00	7.50	8.00
Other food service	6.70	7.25	8.00	10.61	11.95
Health service	-	-	-	-	-
Cleaning and building service	6.90	7.00	7.50	9.00	9.40
Personal service	6.90	7.03	7.50	8.50	14.00

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 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 Portland–Salem, OR–WA, Metropolitan Statistical Area includes Clackamas, Columbia, Marion, Multnomah, Polk, Washington, and Yamhill Counties, OR; and Clark County, WA.

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	3,071
Total in sample	401
Responding	221
Out of business or not in survey scope	42
Unable or refused to provide data	138

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

Estimation

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

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

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

Percentiles

The percentiles presented in tables 6-1 through 6-5 are computed using earnings reported for individual workers in sampled establishment jobs. 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 per-

centile, 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, Portland-Salem, OR-WA, September 2002**

Occupational group	Full-time and part-time workers		
	Total	Private industry	State and local government
All occupations	419,600	316,300	103,300
All excluding sales	396,600	293,600	103,100
White collar	227,900	151,200	76,800
White-collar excluding sales	205,000	128,500	76,500
Professional specialty and technical	100,500	55,500	45,000
Professional specialty	83,500	41,800	41,800
Technical	16,900	13,800	3,200
Executive, administrative, and managerial	27,000	20,200	6,700
Sales	23,000	22,700	—
Administrative support, including clerical	77,500	52,700	24,800
Blue collar	128,300	115,700	12,600
Precision production, craft, and repair	37,900	34,200	3,700
Machine operators, assemblers, and inspectors	38,400	38,000	—
Transportation and material moving	25,500	19,200	6,300
Handlers, equipment cleaners, helpers, and laborers	26,500	24,400	2,200
Service	63,400	49,400	14,000

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.