

News

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WAGES LOWER THAN AVERAGE IN MOST MAJOR OCCUPATIONAL GROUPS IN SPRINGFIELD, MISSOURI, NOVEMBER 2004

Workers in the Springfield, Missouri metropolitan area¹ had an average (mean) wage of \$14.48 per hour during November 2004, nearly 20 percent below the nationwide average of \$18.00, according to the U.S. Department of Labor's Bureau of Labor Statistics. Regional Commissioner Stanley W. Suchman noted that workers in 18 of the 22 major occupational groups had wages significantly below their national counterparts, but none had wages significantly above. In addition, a number of the more highly-paid occupational groups had smaller-than-average concentrations in the Springfield area, in particular, management; business and financial operations; computer and mathematical; and architecture and engineering. (See table A. Also see the Technical Note, *Estimation Methodology* section, for a listing of statistically significant comparisons.)

Seven major occupational groups had larger-than-average concentrations in the Springfield area when compared to the national employment distribution, but only one (healthcare practitioners and technical) had an average wage of more than \$20.00 per hour. The other occupational groups that had a higher-than-average presence in the Springfield area were office and administrative support; sales and related; food preparation and serving related; transportation and material moving; installation, maintenance and repair; and healthcare support.

These estimates of employment and wages are from the Occupational Employment Statistics (OES) Survey, a federal-state cooperative survey that provides employment and hourly and annual wage estimates for 22 major occupational groups and for up to 801 detailed occupations for the nation, the States, and 334 metropolitan areas, including Springfield, Missouri.

¹ The Springfield metropolitan area referenced in this release refers to the Springfield, Missouri Metropolitan Statistical Area and is comprised of Christian, Greene, and Webster Counties.

Table A. Occupational employment and wages by major occupational group, United States and Springfield metropolitan area, November 2004

Major Occupational Group	Employment as a percent of total		Average hourly wage	
	U.S.	Springfield, Mo.	U.S.	Springfield, Mo.
Total	100.0	100.0	\$18.00	\$14.48
Management occupations	4.7	2.8	41.87	37.30
Business and financial operations occupations	4.1	3.1	27.46	21.34
Computer and mathematical occupations	2.3	1.3	31.91	21.68
Architecture and engineering occupations	1.8	1.0	30.32	23.46
Life, physical, and social science occupations	0.9	0.4	27.67	24.18
Community and social services occupations	1.3	1.2	17.81	14.40
Legal occupations	0.8	0.5	39.03	35.58
Education, training, and library occupations	6.2	4.6	20.58	15.96
Arts, design, entertainment, sports, and media occupations	1.3	1.3	21.07	15.71
Healthcare practitioners and technical occupations	5.0	6.6	28.03	23.76
Healthcare support occupations	2.6	3.6	11.30	9.94
Protective service occupations	2.4	1.5	16.94	15.51
Food preparation and serving related occupations	8.2	9.3	8.47	7.40
Building and grounds cleaning and maintenance occupations	3.3	3.0	10.42	9.44
Personal care and service occupations	2.4	2.0	10.62	8.43
Sales and related occupations	10.6	12.4	15.52	13.22
Office and administrative support occupations	17.5	19.0	14.13	11.74
Farming, fishing, and forestry occupations	0.3	0.2	9.94	9.56
Construction and extraction occupations	4.9	4.8	18.21	15.80
Installation, maintenance, and repair occupations	4.1	4.5	18.09	16.40
Production occupations	7.9	7.9	14.18	12.69
Transportation and material moving occupations	7.4	8.8	13.58	13.07

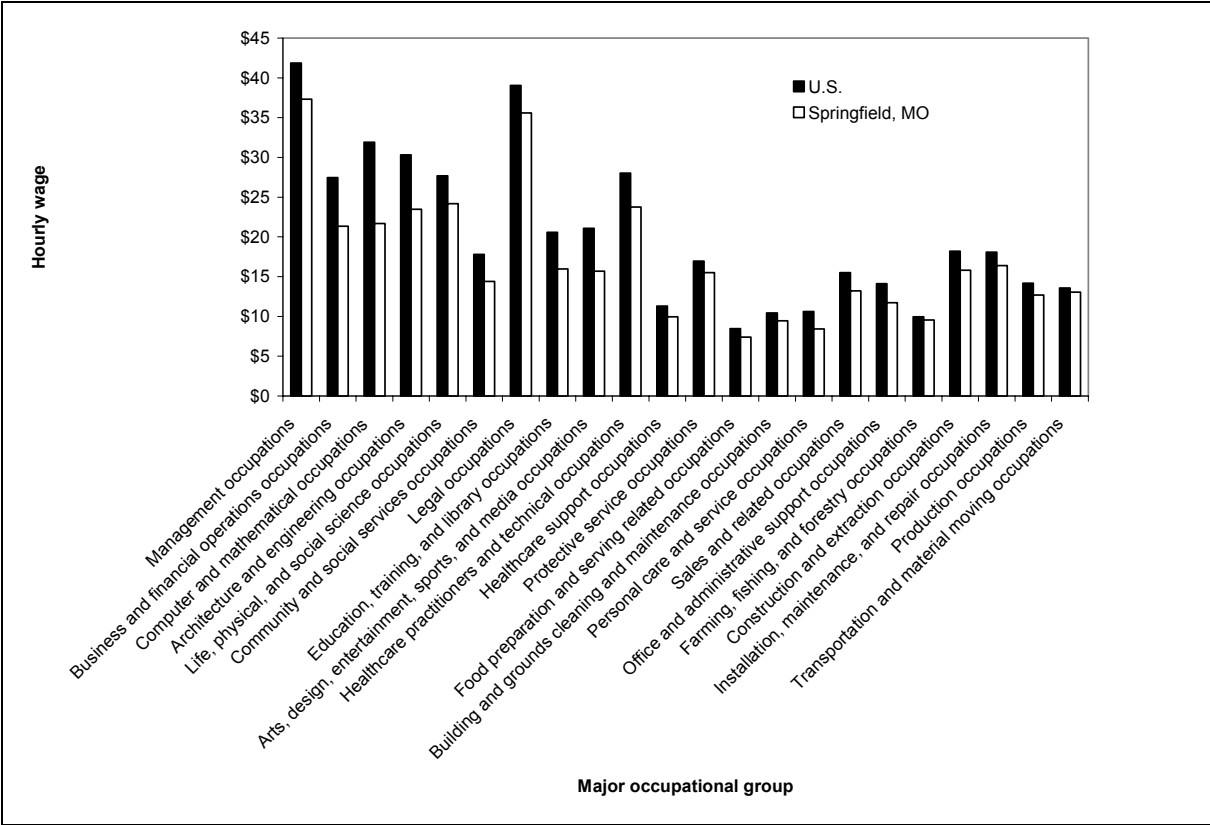
The management occupational group was among the highest paid in Springfield, though hourly earnings for workers were appreciably below the national average -- \$37.30 versus \$41.87. (See charts 1 and 2.) One of the largest specialized jobs within this occupational group in Springfield was general and operations managers earning \$42.29 per hour. Engineering managers (\$39.14) and financial managers (\$35.24) were also among the better paid in this occupational group. At the lower end of the wage scale for this occupational group were social and community service managers averaging \$17.94 per hour in Springfield. (See table 1 for detailed occupational data.)

Those in the legal profession in Springfield averaged \$35.58 per hour, the only other major occupational group in the area to earn more than \$30.00 per hour. However, five other major occupations averaged better than \$20.00 – business and financial operations; computer and mathematical; architecture and engineering; life, physical, and social science; and healthcare practitioners and technical.

Workers in the life, physical, and social science occupational group averaged \$24.18 per hour in Springfield compared to \$27.67 nationally. Within the life, physical, and social science occupations, clinical, counseling, and school psychologists were among the better paid in the area averaging \$33.04 per hour. At the lower end of the wage scale for this occupational group were market research analysts earning \$16.82 per hour.

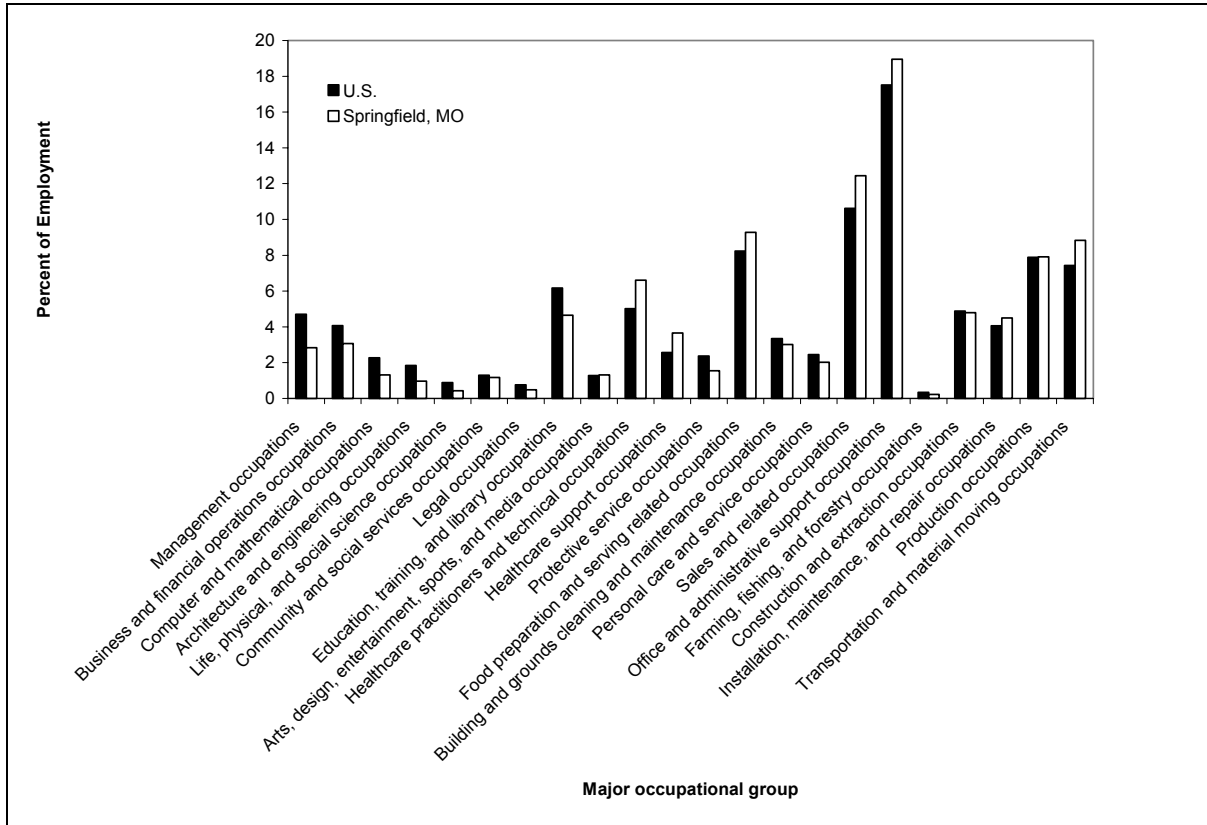
Computer and mathematical workers averaged \$21.68 per hour, more than 30 percent below, and over \$10.00 less than, the national average (\$31.91). Among the better paid in this occupational group were computer software engineers, applications, and computer software engineers, systems software, earning \$26.99 and \$25.82, respectively. Computer support specialists, one of the largest occupations in this group, were among the lowest paid averaging \$18.12 per hour.

Chart 1. Wage distribution in the United States and the Springfield metropolitan area by major occupational group



The largest occupational group in the Springfield area was office and administrative support, with a total of 31,910 workers, representing nearly one of every five jobs in the area. (See chart 2.) While the share of office and administrative support jobs in Springfield was higher than the national average, 19 percent versus 17.5 percent, wages were significantly lower than average, \$11.74 compared to \$14.13 nationally. General office clerks (6,690) and customer service representatives (2,590) accounted for nearly 30 percent of the workers in this group and averaged \$9.47 and \$12.40 per hour, respectively. Those working for the postal service were among the higher paid, including mail carriers averaging \$20.49 and mail sorters, processors, and processing machine operators, making \$20.28.

Chart 2. Employment distribution in the United States and the Springfield metropolitan area by major occupational group



Sales and related workers also had a higher-than-average presence in Springfield as evidenced by a 12.4-percent share of employment locally versus 10.6 percent nationally. Workers in this occupational group averaged \$13.22 an hour, below the \$15.52 wage for their national counterparts. Retail salespersons, the largest group in the sales and related category with 6,920 workers, averaged \$11.31 an hour. Securities, commodities, and financial services sales agents were among the better paid at \$35.39, while cashiers were at the lower end of the wage scale earning \$7.45.

Two health-related occupational groups had notably higher-than-average concentrations in the Springfield area—healthcare practitioners and technical and healthcare support. Together these two occupational groups accounted for 10.3 percent of the workforce in the Springfield area compared to 7.6 percent nationally. Workers in the healthcare practitioners and technical occupations averaged \$23.76 an hour, 15 percent less than the \$28.03 earned nationwide, while those in healthcare support averaged \$9.94, 12 percent below the national wage of \$11.30.

In the healthcare practitioner and technical occupational group, licensed practical and licensed vocational nurses comprised the greatest number of workers and averaged \$13.43 an hour. Psychiatrists and general dentists, earning \$93.96 and \$77.30, respectively, were among the highest paid in this specialized group. In the healthcare support group, massage therapists averaging \$28.04 an hour were among the better paid and veterinary assistants and laboratory animal caretakers were among the lower paid averaging \$6.58 an hour.

Technical Note

The Occupational Employment Statistics (OES) survey is a semiannual mail survey measuring occupational employment and wage rates for wage and salary workers in nonfarm establishments in the United States. Guam, Puerto Rico, and the Virgin Islands also are surveyed, but their data are not included in this release. Data are collected from panels of about 200,000 establishments each in May and November. Estimates from the program use data collected over a 3-year (six-panel) period and are based on a total sample of about 1.2 million establishments. The nationwide response rate for the November 2004 survey was 78.7 percent for establishments, covering 73.0 percent of weighted employment. The survey included establishments sampled in the November 2004, May 2004, November 2003, May 2003, and November 2002 semiannual panels and about half of the 2001 annual panel. The sample in the Springfield metropolitan area included 1,831 establishments with a response rate of 91 percent.

The occupational coding system

The OES survey uses the Office of Management and Budget's (OMB) occupational classification system, the Standard Occupational Classification (SOC) system. The SOC system is the first OMB-required occupational classification system for federal agencies. The OES survey categorizes workers in 1 of 801 detailed occupations. Together, these detailed occupations comprise 23 major occupational groups, one of which--military specific occupations--is not included in the OES survey. The major groups are as follows:

- Management occupations
- Business and financial operations occupations
- Computer and mathematical science occupations
- Architecture and engineering occupations
- Life, physical, and social science occupations
- Community and social services occupations
- Legal occupations
- Education, training, and library occupations
- Arts, design, entertainment, sports, and media occupations
- Healthcare practitioner and technical occupations
- Healthcare support occupations
- Protective service occupations
- Food preparation and serving related occupations
- Building and grounds cleaning and maintenance occupations
- Personal care and service occupations
- Sales and related occupations
- Office and administrative support occupations
- Farming, fishing, and forestry occupations
- Construction and extraction occupations
- Installation, maintenance, and repair occupations
- Production occupations
- Transportation and material moving occupations
- Military specific occupations (not surveyed in OES)

For more information about the SOC system, please see the Bureau of Labor Statistics (BLS) Web site at <http://www.bls.gov/soc>.

The industry coding system

The OES survey uses the North American Industry Classification System (NAICS). For more information about NAICS, see the BLS Web site at <http://www.bls.gov/bls/naics.htm>.

The OES survey includes establishments in NAICS sectors 11 (logging and agricultural support activities only), 21, 22, 23, 31-33, 42, 44-45, 48-49, 51, 52, 53, 54, 55, 56, 61, 62, 71, 72, 81 (except private households), state government, and local government. Data for the United States Postal Service and the federal government are universe counts obtained from the Postal Service and the Office of Personnel Management, respectively. An establishment is defined as an economic unit that processes goods or provides services, such as a factory, mine, or store. The establishment is generally at a single physical location and is engaged primarily in one type of economic activity.

The OES survey covers all full- and part-time wage and salary workers in nonfarm industries. The survey does not include the self-employed owners and partners in unincorporated firms, household workers, or unpaid family workers.

Survey sample

BLS funds the survey and provides the procedures and technical support, while the State Workforce Agencies (SWAs) collect most of the data. BLS produces cross-industry and industry-specific estimates for the nation, states, and metropolitan statistical areas (MSAs). Industry estimates are produced for the NAICS sector, 3-digit, 4-digit, and selected 5-digit industry levels. BLS releases all cross-industry and national estimates, and the SWAs release industry estimates at the state and MSA levels.

State Unemployment Insurance (UI) files provide the universe from which the OES survey draws its sample. The employment benchmarks are obtained from reports submitted by employers to the UI program. Supplemental sources are used for rail transportation (NAICS 4821) and Guam because they do not report to the UI program. The OES survey sample is stratified by area, industry, and size class. Size classes are defined based on number of employees in the establishment as follows:

Size class	Number of employees
1	1 to 4
2	5 to 9
3	10 to 19
4	20 to 49
5	50 to 99
6	100 to 249
7	250 and above

A census of federal government and the post office is taken every panel. A census of state government and Hawaii's local government is taken every November panel. Units in rail transportation (NAICS 482) and hospitals (NAICS 622) are sampled with certainty across a 3-year period. Establishments with 250 or more employees also are sampled with virtual certainty across a 3-year period; on average, one-sixth of these are sampled in each panel.

Concepts

Occupational employment is the estimate of total wage and salary employment in an occupation across the industries surveyed. The OES survey defines employment as the number of workers who can be classified as full- or part-time employees, including workers on paid vacations or other types of paid leave; workers on unpaid short-term absences; salaried officers, executives, and staff members of incorporated firms; employees temporarily assigned to other units; and employees for whom the reporting unit is their permanent duty station regardless of whether that unit prepares their paycheck.

The OES survey forms sent to larger establishments contain between 50 and 225 SOC occupations selected on the basis of the sampled establishment's industry classification. To reduce paperwork and respondent burden, no survey form contains every SOC occupation. Thus, data for specific occupations are collected primarily from establishments in industries that are the predominant employers of workers in those occupations. Each survey form is structured, however, to allow a respondent to provide detailed occupational information for each worker at the establishment; that is, unlisted occupations can be added to the survey form. In most cases, employers with 9 or fewer workers are sent a form with no occupations listed, and are instructed to fill in the occupations for their workers.

Wages for the OES survey are straight-time, gross pay, exclusive of premium pay. Base rate, cost-of-living allowances, guaranteed pay, hazardous-duty pay, incentive pay including commissions and production bonuses, tips, and on-call pay are included. Excluded are back pay, jury duty pay, overtime pay, severance pay, shift differentials, non-production bonuses, employer cost for supplementary benefits, and tuition reimbursements.

The OES survey collects wage data in 12 intervals. Employers report the number of employees in an occupation for each wage range. The wage intervals used for the November 2004 survey are as follows:

Interval	Wages	
	Hourly	Annual
Range A	Under \$6.75	Under \$14,040
Range B	\$6.75 to \$8.49	\$14,040 to \$17,679
Range C	\$8.50 to \$10.74	\$17,680 to \$22,359
Range D	\$10.75 to \$13.49	\$22,360 to \$28,079
Range E	\$13.50 to \$16.99	\$28,080 to \$35,359
Range F	\$17.00 to \$21.49	\$35,360 to \$44,719
Range G	\$21.50 to \$27.24	\$44,720 to \$56,679
Range H	\$27.25 to \$34.49	\$56,680 to \$71,759
Range I	\$34.50 to \$43.74	\$71,760 to \$90,999
Range J	\$43.75 to \$55.49	\$91,000 to \$115,439
Range K	\$55.50 to \$69.99	\$115,440 to \$145,599
Range L	\$70.00 and over	\$145,600 and over

Mean hourly wage. The mean hourly wage rate for an occupation is the total wages that all workers in the occupation earn in an hour divided by the total employment of the occupation. To calculate the mean hourly wage of each occupation, total weighted hourly wages are summed across all intervals and divided by the occupation's weighted survey employment. The mean wage for each interval is based on occupational wage data collected by the BLS Office of Compensation and Working Conditions for the National Compensation Survey (NCS).

The mean hourly wage value for the highest wage interval, \$70.00 and over, was computed separately for each panel or annual sample (November 2004, May 2004, November 2003, May 2003, November 2002, and 2001). The average of these mean wage rates was used for all of the \$70.00 and over data in the November 2004 survey. The wage rates for this interval do not go through any wage updating procedures.

Percentile wage. The p-th percentile wage range for an occupation is the wage where p percent of all workers earn that amount or less and where (100-p) percent of all workers earn that amount or more. This statistic is calculated by uniformly distributing the workers inside each wage interval, ranking the workers from lowest paid to highest paid, and calculating the product of the total employment for the occupation and the desired percentile to determine the worker that earns the p-th percentile wage rate.

Annual wage. Many employees are paid at an hourly rate by their employers and may work more than or less than 40 hours per week. Annual wage estimates for most occupations in this release are calculated by multiplying the mean hourly wage by a "year-round, full-time" figure of 2,080 hours (52 weeks by 40 hours). Thus, annual wage estimates may not represent the actual annual pay received by the employee if they work more or less than 2,080 hours per year. Some workers typically work less than full time, year round. For these occupations, the OES survey collects and reports either the annual salary or the hourly wage rate, depending on how the occupation is typically paid, but not both. For example, teachers, flight attendants, and pilots may be paid an annual salary, but do not work the usual 2,080 hours per year. In this case, an annual salary is reported. Other workers, such as entertainment workers are paid hourly rates, but generally do not work full time, year round. For these workers, only an hourly wage is reported.

Hourly versus annual wage reporting. For each occupation, respondents are asked to report the number of employees paid within specific wage intervals. The intervals are defined both as hourly rates and the corresponding annual rates, where the annual rate for an occupation is calculated by multiplying the hourly wage rate by a typical work year of 2,080 hours. The responding establishment can reference either the hourly or the annual rate for full-time workers, but they are instructed to report the hourly rate for part-time workers.

Estimation methodology

Each OES panel includes approximately 200,000 establishments. While estimates can be made with data from one panel or one year, the OES survey is designed to produce estimates using six panels (3 years) of data. The full six-panel sample of 1.2 million establishments allows the production of estimates at detailed levels of geography, industry, and occupation. Combining six panels of data is also necessary to obtain the full complement of certainty establishments. (Note: The first semiannual panel was in November 2002. Prior to that, about 400,000 establishments were surveyed annually. Each earlier sample is a two-panel equivalent.)

Wage updating. Significant reductions in sampling errors are obtained by combining six panels of data, particularly for small geographic areas and occupations. Wages for the current panel need no adjustment. However, wages in the five previous panels need to be updated to the current panel's reference period.

The OES program uses the BLS Employment Cost Index (ECI) to adjust survey data from prior panels before combining them with the current panel's data. The wage updating procedure adjusts each detailed occupation's wage rate, as measured in the earlier panel, according to the average movement of its broader occupational division. The procedure assumes that there are no major differences by geography, industry, or detailed occupation within the occupational division.

Imputation. Over 20 percent of establishments do not respond for a given panel. A "nearest neighbor" hot deck imputation procedure is used to impute occupational employment totals. A variant of mean imputation is then used to impute a wage distribution for each occupation. The variant of mean imputation for wage distributions is also applied to establishments that provide reports with occupational totals but partial or missing wage data.

Weighting and benchmarking. The sample establishments in each panel are weighted to represent all establishments that were part of the in-scope frame from which the panel was selected. Based on the sampled establishments, weights are adjusted when six panels are combined. Weights are adjusted by benchmarking employment totals from the OES survey to employment figures derived from the BLS Quarterly Census of Employment and Wages.

November 2004 OES survey estimates. The November 2004 OES survey estimates are based on all data collected from establishments in the November 2004, May 2004, November 2003, May 2003, November 2002, and about half of the 2001 annual sample. During estimates processing, OES employment data were benchmarked to the average employment for November 2004 and May 2004 from the BLS Quarterly Census of Employment and Wages.

Reliability of the estimates. Estimates calculated from a sample survey are subject to two types of error: sampling and nonsampling. Sampling error occurs when estimates are calculated from a subset (i.e., sample) of the population instead of the full population. When a sample of the population is surveyed, there is a chance that the sample estimate of the characteristic of interest may differ from the population value of that characteristic. Differences between the sample estimate and the population value will vary depending on the sample selected. This variability can be estimated by calculating the standard error (SE) of the sample estimate. If we were to repeat the sampling and estimation process countless times using the same survey design, approximately 90 percent of the intervals created by adding and subtracting 1.645 SEs from the sample estimate would include the population value. These intervals are called 90-percent confidence intervals. The OES survey, however, usually uses the relative standard error (RSE) of a sample estimate instead of its SE to measure sampling error. RSE is defined as the SE of a sample estimate divided by the sample estimate itself. This statistic provides the user with a measure of the relative precision of the sample estimate. RSEs are calculated for both occupational employment and mean wage rate estimates. Occupational employment RSEs are calculated using a subsample, random group replication technique called the jackknife. Mean wage rate RSEs are calculated using a variance components model that accounts for both the observed and unobserved components of the wage data. The variances of the unobserved components are estimated using

wage data from the BLS National Compensation Survey. In general, estimates based on many establishments have lower RSEs than estimates based on few establishments. If the distributional assumptions of the models are violated, the resulting confidence intervals may not reflect the prescribed level of confidence.

Nonsampling error occurs for a variety of reasons, none of which are directly connected to sampling. Examples of nonsampling error include: nonresponse, data incorrectly reported by the respondent, mistakes made in entering collected data into the database, and mistakes made in editing and processing the collected data.

Results of significance testing. The OES significance tests in this release compare wage and employment data for the 22 major occupational groups in the Nashville metropolitan area to their respective national averages. Those occupations with wages or employment shares above or below the national wage or share after testing for significance at the 90 percent confidence interval are identified in the table below. NOTE: A value that is statistically different from another does not necessarily mean that the difference has economic or practical significance. Statistical significance is concerned with our ability to make confident statements about a universe based on a sample. It is entirely possible that a large difference between two values is not significantly different statistically, while a small difference is, since both the size and heterogeneity of the sample effect the relative error of the data being tested.

Employment and wage data by occupation for the U.S. and Springfield, MO, November 2004

Major occupational group	Employment Share (percent of total)			Mean hourly wage		
	United States	Springfield, MO	Significant difference ¹	United States	Springfield, MO	Significant difference ¹
Management	4.7	2.8	yes	\$41.87	\$37.30	yes
Business and financial operations	4.1	3.1	yes	27.46	21.34	yes
Computer and mathematical	2.3	1.3	yes	31.91	21.68	yes
Architecture and engineering	1.8	1.0	yes	30.32	23.46	yes
Life, physical, and social science	0.9	0.4	yes	27.67	24.18	yes
Community and social services	1.3	1.2	no	17.81	14.40	yes
Legal	0.8	0.5	yes	39.03	35.58	no
Education, training, and library	6.2	4.6	yes	20.58	15.96	yes
Arts, design, entertainment, sports, and media	1.3	1.3	no	21.07	15.71	yes
Healthcare practitioners and technical	5.0	6.6	yes	28.03	23.76	yes
Healthcare support	2.6	3.6	yes	11.30	9.94	yes
Protective service	2.4	1.5	yes	16.94	15.51	no
Food preparation and serving related	8.2	9.3	yes	8.47	7.40	yes
Building and grounds cleaning and maintenance	3.3	3.0	no	10.42	9.44	yes
Personal care and service	2.4	2.0	yes	10.62	8.43	yes
Sales and related	10.6	12.4	yes	15.52	13.22	yes
Office and administrative support	17.5	19.0	yes	14.13	11.74	yes
Farming, fishing, and forestry	0.3	0.2	no	9.94	9.56	no
Construction and extraction	4.9	4.8	no	18.21	15.80	yes
Installation, maintenance, and repair	4.1	4.5	yes	18.09	16.40	yes
Production	7.9	7.9	no	14.18	12.69	yes
Transportation and material moving	7.4	8.8	yes	13.58	13.07	no

¹ Statistical significance testing at the 90 percent confidence interval.

Additional information

The November 2004 OES national data by occupation, comparable to data in table 1, will be available soon on the BLS Web site at <http://www.bls.gov/oes>. Users also may access each occupation's definition and percentile wages. The November 2004 cross-industry data for states and metropolitan areas are available on the BLS Web site. Industry staffing patterns at the sector, 3-, 4-, and selected 5-digit NAICS levels also are available from the Internet. These data include industry-specific occupational employment and wage data.

OES information is also available through our regional web page at <http://www.bls.gov/ro7/home.htm> and on our fax-on-demand system. For a catalog of items available to be faxed to you, call our fax-on-demand number at 816-426-3152. If you have additional questions, you can contact an economist in the Kansas City information office at 816-426-2481. Information in this release will be made available to sensory impaired individuals upon request. Voice phone: 202-691-5200; TDD message referral phone number: 1-800-877-8339.

Table 1. Employment and wage data from the Occupational Employment Statistics survey, by occupation, Springfield metropolitan area, November 2004

Occupation	Employment	Mean wages		Median hourly wages
		Hourly	Annual (1)	
All occupations				
Management occupations				
Chief executives	440	55.68	115,810	50.32
General and operations managers	1,510	42.29	87,960	34.61
Legislators	(4)	(3)	28,460	(3)
Advertising and promotions managers	30	36.62	76,160	32.87
Marketing managers	100	37.76	78,540	35.61
Sales managers	220	35.56	73,960	33.77
Public relations managers	60	28.11	58,470	25.44
Administrative services managers	180	29.84	62,070	29.99
Computer and information systems managers	170	37.96	78,960	36.84
Financial managers	260	35.24	73,290	33.28
Compensation and benefits managers	40	26.13	54,360	23.83
Human resources managers, all other	40	31.57	65,660	30.11
Industrial production managers	130	30.72	63,890	28.74
Purchasing managers	60	28.67	59,630	26.96
Transportation, storage, and distribution managers	90	31.46	65,440	27.30
Construction managers	150	34.60	71,980	31.11
Education administrators, elementary and secondary school	180	(3)	64,360	(3)
Education administrators, postsecondary	200	31.61	65,740	33.14
Education administrators, all other	(4)	68.46	142,410	68.69
Engineering managers	100	39.14	81,400	36.81
Food service managers	130	26.12	54,330	24.99
Medical and health services managers	160	35.05	72,890	32.48
Property, real estate, and community association managers	(4)	25.51	53,060	20.77
Social and community service managers	110	17.94	37,310	16.52
Managers, all other	130	31.79	66,120	29.05
Business and financial operations occupations				
Wholesale and retail buyers, except farm products	260	25.00	51,990	20.54
Purchasing agents, except wholesale, retail, and farm products	300	18.74	38,990	16.61
Claims adjusters, examiners, and investigators	680	18.38	38,230	16.17
Compliance officers, except agriculture, construction, health and safety, and transportation	160	21.77	45,290	20.90
Cost estimators	370	22.60	47,000	22.27
Employment, recruitment, and placement specialists	210	17.47	36,330	16.16
Compensation, benefits, and job analysis specialists	100	18.10	37,650	16.20
Training and development specialists	220	17.84	37,100	16.84
Human resources, training, and labor relations specialists, all other	50	22.10	45,980	20.63
Management analysts	200	27.05	56,260	26.11
Meeting and convention planners	50	13.85	28,820	13.17
Business operations specialists, all other	340	21.66	45,050	19.96
Accountants and auditors	940	23.39	48,650	20.32
Appraisers and assessors of real estate	90	15.64	32,520	14.43
Credit analysts	40	25.58	53,210	23.83
Financial analysts	40	27.74	57,700	22.84
Personal financial advisors	80	24.37	50,700	16.29
Financial examiners	40	28.11	58,470	25.86
Loan officers	560	22.93	47,700	20.09
Tax examiners, collectors, and revenue agents	50	20.77	43,190	18.43
Computer and mathematical occupations				
Computer programmers	400	22.13	46,040	21.57
Computer software engineers, applications	230	26.99	56,150	25.59
Computer software engineers, systems software	60	25.82	53,700	24.33
Computer support specialists	820	18.12	37,680	17.28
Computer systems analysts	240	23.69	49,270	23.76
Database administrators	60	23.05	47,940	21.10
Network and computer systems administrators	230	23.18	48,220	21.35
Network systems and data communications analysts	130	23.87	49,650	23.69

See footnotes at end of table.

Table 1. Employment and wage data from the Occupational Employment Statistics survey, by occupation, Springfield metropolitan area, November 2004 (continued)

Occupation	Employment	Mean wages		Median hourly wages
		Hourly	Annual (1)	
Architecture and engineering occupations				
Architects, except landscape and naval Surveyors	150	28.03	58,310	23.29
Civil engineers	70	20.03	41,660	18.03
Electrical engineers	150	29.73	61,840	27.76
Electronics engineers, except computer	90	31.99	66,540	31.68
Environmental engineers	30	29.72	61,810	27.86
Industrial engineers	60	32.38	67,340	34.97
Mechanical engineers	120	26.94	56,030	26.02
Architectural and civil drafters	130	25.23	52,480	24.92
Electrical and electronics drafters	130	16.04	33,360	13.74
Mechanical drafters	60	18.89	39,300	17.23
Civil engineering technicians	80	18.05	37,550	17.34
Electrical and electronic engineering technicians	100	16.15	33,600	14.73
Industrial engineering technicians	180	20.46	42,550	20.92
Mechanical engineering technicians	70	16.90	35,150	17.01
Surveying and mapping technicians	40	18.07	37,590	18.24
	60	14.37	29,880	12.79
Life, physical, and social science occupations				
Conservation scientists	30	21.53	44,780	20.19
Chemists	160	23.68	49,250	16.95
Environmental scientists and specialists, including health	60	20.93	43,520	18.53
Market research analysts	110	16.82	34,980	14.45
Clinical, counseling, and school psychologists	80	33.04	68,730	27.12
Urban and regional planners	40	20.09	41,790	19.15
Community and social services occupations				
Substance abuse and behavioral disorder counselors	60	13.88	28,870	13.35
Educational, vocational, and school counselors	360	17.55	36,500	16.35
Mental health counselors	50	15.76	32,770	15.58
Rehabilitation counselors	180	12.65	26,310	12.64
Child, family, and school social workers	370	13.54	28,160	13.63
Medical and public health social workers	150	16.56	34,440	14.88
Mental health and substance abuse social workers	160	12.03	25,020	11.25
Probation officers and correctional treatment specialists	130	14.53	30,210	15.03
Social and human service assistants	300	10.21	21,240	9.94
Community and social service specialists, all other	70	13.38	27,830	12.84
Legal occupations				
Lawyers	480	47.64	99,090	44.16
Paralegals and legal assistants	180	16.27	33,840	15.55
Title examiners, abstractors, and searchers	(4)	11.82	24,580	9.89
Education, training, and library occupations				
Computer science teachers, postsecondary	90	(3)	49,530	(3)
Biological science teachers, postsecondary	40	(3)	49,440	(3)
Psychology teachers, postsecondary	60	(3)	50,280	(3)
Health specialties teachers, postsecondary	60	(3)	49,050	(3)
Foreign language and literature teachers, postsecondary	(4)	(3)	46,340	(3)
Philosophy and religion teachers, postsecondary	(4)	(3)	50,820	(3)
Recreation and fitness studies teachers, postsecondary	40	(3)	47,470	(3)
Vocational education teachers, postsecondary	50	16.58	34,480	13.50
Preschool teachers, except special education	390	9.05	18,820	8.41
Kindergarten teachers, except special education	140	(3)	34,050	(3)
Elementary school teachers, except special education	1,200	(3)	34,520	(3)
Middle school teachers, except special and vocational education	790	(3)	36,500	(3)
Secondary school teachers, except special and vocational education	880	(3)	38,170	(3)
Vocational education teachers, secondary school	110	(3)	44,330	(3)
Special education teachers, preschool, kindergarten, and elementary school	250	(3)	36,270	(3)

See footnotes at end of table.

Table 1. Employment and wage data from the Occupational Employment Statistics survey, by occupation, Springfield metropolitan area, November 2004 (continued)

Occupation	Employment	Mean wages		Median hourly wages
		Hourly	Annual (1)	
Special education teachers, middle school	150	(3)	36,130	(3)
Special education teachers, secondary school	120	(3)	37,940	(3)
Self-enrichment education teachers	(4)	10.10	21,010	9.85
Teachers and instructors, all other	790	(3)	19,550	(3)
Librarians	140	20.36	42,350	20.10
Library technicians	(4)	11.94	24,840	11.39
Teacher assistants	820	(3)	14,790	(3)
Arts, design, entertainment, sports, and media occupations				
Art directors	50	17.93	37,300	13.39
Multi-media artists and animators	30	23.16	48,180	16.33
Floral designers	180	9.45	19,660	9.26
Graphic designers	210	13.30	27,660	12.47
Interior designers	120	16.19	33,680	17.39
Merchandise displayers and window trimmers	100	11.05	22,980	9.46
Producers and directors	50	18.19	37,830	18.05
Coaches and scouts	300	(3)	31,870	(3)
Radio and television announcers	100	11.92	24,800	11.32
Reporters and correspondents	120	16.78	34,900	15.35
Public relations specialists	270	19.48	40,510	16.89
Editors	80	18.31	38,090	17.79
Writers and authors	140	16.26	33,810	13.62
Broadcast technicians	50	18.01	37,470	18.52
Photographers	120	12.69	26,400	10.43
Camera operators, television, video, and motion picture	70	10.36	21,540	9.88
Healthcare practitioners and technical occupations				
Dentists, general	(4)	77.30	160,780	69.75
Optometrists	(4)	54.95	114,300	52.79
Pharmacists	330	40.74	84,750	41.34
Psychiatrists	(4)	93.96	195,450	(2)
Physician assistants	110	29.86	62,110	31.16
Physical therapists	400	33.69	70,070	32.36
Speech-language pathologists	80	24.26	50,460	23.81
Veterinarians	70	27.09	56,350	24.52
Medical and clinical laboratory technicians	210	12.19	25,360	12.03
Dental hygienists	260	26.09	54,270	30.14
Pharmacy technicians	700	9.82	20,430	9.82
Veterinary technologists and technicians	50	11.19	23,280	10.51
Licensed practical and licensed vocational nurses	1,110	13.43	27,930	12.98
Medical records and health information technicians	360	11.47	23,850	9.78
Opticians, dispensing	80	11.67	24,270	11.16
Occupational health and safety specialists	40	20.89	43,460	20.11
Athletic trainers	40	(3)	36,280	(3)
Healthcare support occupations				
Home health aides	880	8.09	16,840	8.04
Nursing aides, orderlies, and attendants	3,280	8.92	18,550	8.63
Psychiatric aides	90	8.28	17,230	8.37
Physical therapist assistants	60	17.03	35,420	16.59
Massage therapists	(4)	28.04	58,320	30.40
Dental assistants	480	12.48	25,960	12.48
Medical assistants	540	10.53	21,910	10.19
Veterinary assistants and laboratory animal caretakers	(4)	6.58	13,680	6.45
Healthcare support workers, all other	190	11.17	23,240	10.42
Protective service occupations				
First-line supervisors/managers of correctional officers	40	21.82	45,380	20.04
First-line supervisors/managers of police and detectives	80	26.70	55,540	24.75
Correctional officers and jailers	420	17.36	36,100	16.16
Detectives and criminal investigators	80	23.92	49,750	19.88
Police and sheriff's patrol officers	620	17.54	36,490	18.74
Security guards	730	9.70	20,170	8.64
Protective service workers, all other	120	12.01	24,980	12.00

See footnotes at end of table.

Table 1. Employment and wage data from the Occupational Employment Statistics survey, by occupation, Springfield metropolitan area, November 2004 (continued)

Occupation	Employment	Mean wages		Median hourly wages
		Hourly	Annual (1)	
Food preparation and serving related occupations				
Chefs and head cooks	110	12.70	26,410	10.32
First-line supervisors/managers of food preparation and serving workers	940	13.75	28,600	13.54
Cooks, fast food	1,110	7.27	15,120	7.05
Cooks, institution and cafeteria	780	8.13	16,920	7.65
Cooks, restaurant	1,240	8.13	16,910	8.00
Cooks, short order	(4)	8.76	18,230	8.70
Food preparation workers	970	8.04	16,730	7.91
Bartenders	380	6.89	14,330	6.31
Combined food preparation and serving workers, including fast food	3,440	6.76	14,060	6.53
Counter attendants, cafeteria, food concession, and coffee shop	260	6.40	13,320	6.30
Waiters and waitresses	4,130	6.32	13,150	6.20
Food servers, nonrestaurant	250	6.13	12,740	6.16
Dining room and cafeteria attendants and bartender helpers	560	6.30	13,110	6.25
Dishwashers	650	6.64	13,810	6.56
Hosts and hostesses, restaurant, lounge, and coffee shop	510	6.84	14,220	6.84
Building and grounds cleaning and maintenance occupations				
First-line supervisors/managers of housekeeping and janitorial workers	230	13.96	29,040	14.68
First-line supervisors/managers of landscaping, lawn service, and groundskeeping workers	70	18.81	39,120	18.00
Janitors and cleaners, except maids and housekeeping cleaners	2,400	9.09	18,900	8.59
Maids and housekeeping cleaners	1,430	7.95	16,540	7.95
Pest control workers	70	9.81	20,400	8.68
Landscaping and groundskeeping workers	820	10.81	22,480	9.87
Personal care and service occupations				
First-line supervisors/managers of personal service workers	120	15.93	33,130	14.00
Nonfarm animal caretakers	170	8.40	17,480	7.76
Ushers, lobby attendants, and ticket takers	80	6.49	13,500	6.14
Amusement and recreation attendants	360	7.05	14,670	6.67
Locker room, coatroom, and dressing room attendants	30	8.27	17,190	7.74
Hairdressers, hairstylists, and cosmetologists	370	9.85	20,490	9.50
Baggage porters and bellhops	(4)	6.15	12,790	6.23
Child care workers	760	7.69	16,000	7.12
Personal and home care aides	460	8.06	16,760	7.97
Residential advisors	70	10.86	22,600	10.64
Sales and related occupations				
First-line supervisors/managers of retail sales workers	1,250	18.83	39,170	14.42
First-line supervisors/managers of non-retail sales workers	300	21.30	44,310	19.19
Cashiers	5,190	7.45	15,500	7.24
Counter and rental clerks	530	10.31	21,440	8.88
Parts salespersons	410	13.69	28,480	12.77
Retail salespersons	6,920	11.31	23,520	8.98
Advertising sales agents	240	18.46	38,400	17.62
Insurance sales agents	500	25.57	53,190	18.94
Securities, commodities, and financial services sales agents	140	35.39	73,610	29.42
Sales representatives, services, all other	410	19.18	39,890	17.79
Sales representatives, wholesale and manufacturing, technical and scientific products	460	25.74	53,540	26.16
Sales representatives, wholesale and manufacturing, except technical and scientific products	2,050	23.11	48,060	20.21

See footnotes at end of table.

Table 1. Employment and wage data from the Occupational Employment Statistics survey, by occupation, Springfield metropolitan area, November 2004 (continued)

Occupation	Employment	Mean wages		Median hourly wages
		Hourly	Annual (1)	
Demonstrators and product promoters	100	11.84	24,620	11.02
Real estate brokers	40	(5)	(5)	(5)
Real estate sales agents	130	18.30	38,060	13.93
Sales engineers	50	34.03	70,780	32.51
Telemarketers	1,800	8.59	17,870	8.32
Sales and related workers, all other	200	23.00	47,830	18.69
Office and administrative support occupations				
First-line supervisors/managers of office and administrative support workers	1,370	18.42	38,310	16.65
Switchboard operators, including answering service	230	9.38	19,520	9.30
Bill and account collectors	1,310	12.10	25,160	11.13
Billing and posting clerks and machine operators	620	11.20	23,300	10.78
Bookkeeping, accounting, and auditing clerks	2,100	12.60	26,210	12.01
Payroll and timekeeping clerks	240	12.77	26,570	11.84
Procurement clerks	110	13.49	28,060	12.92
Tellers	900	8.00	16,630	7.87
Brokerage clerks	(4)	12.08	25,120	12.11
Court, municipal, and license clerks	90	10.84	22,540	10.52
Credit authorizers, checkers, and clerks	50	10.92	22,710	10.35
Customer service representatives	2,590	12.40	25,800	11.92
Eligibility interviewers, government programs	160	13.03	27,110	12.78
File clerks	260	9.31	19,360	8.98
Hotel, motel, and resort desk clerks	270	7.35	15,280	7.41
Library assistants, clerical	40	9.13	19,000	9.27
Loan interviewers and clerks	490	12.17	25,300	12.22
New accounts clerks	90	11.29	23,480	11.74
Order clerks	980	10.17	21,160	9.91
Human resources assistants, except payroll and timekeeping	180	12.44	25,880	11.84
Receptionists and information clerks	1,770	9.16	19,040	9.12
Reservation and transportation ticket agents and travel clerks	160	11.76	24,460	11.31
All other information and record clerks	240	13.63	28,350	10.48
Cargo and freight agents	(4)	22.56	46,920	23.72
Couriers and messengers	390	10.12	21,050	9.40
Dispatchers, except police, fire, and ambulance	290	19.90	41,390	15.63
Meter readers, utilities	70	15.69	32,640	15.26
Postal service clerks	70	22.11	46,000	23.00
Postal service mail carriers	470	20.49	42,630	21.62
Postal service mail sorters, processors, and processing machine operators	380	20.28	42,190	21.02
Production, planning, and expediting clerks	280	15.95	33,180	14.55
Shipping, receiving, and traffic clerks	1,100	11.27	23,440	10.93
Stock clerks and order fillers	1,900	10.05	20,900	9.77
Weighers, measurers, checkers, and samplers, recordkeeping	110	12.49	25,980	12.59
Executive secretaries and administrative assistants	1,380	15.57	32,400	14.78
Legal secretaries	(4)	16.69	34,720	18.16
Secretaries, except legal, medical, and executive	1,500	11.57	24,070	11.33
Computer operators	90	12.99	27,020	12.06
Data entry keyers	330	10.13	21,070	9.83
Word processors and typists	170	10.63	22,100	10.21
Insurance claims and policy processing clerks	260	13.03	27,100	12.34
Mail clerks and mail machine operators, except postal service	110	8.96	18,630	8.65
Office clerks, general	6,690	9.47	19,690	9.15
Office and administrative support workers, all other	130	9.95	20,690	9.15
Farming, fishing, and forestry occupations				
Farmworkers and laborers, crop, nursery, and greenhouse	150	7.90	16,430	7.93
Farmworkers, farm and ranch animals	(4)	9.37	19,490	9.60

See footnotes at end of table.

Table 1. Employment and wage data from the Occupational Employment Statistics survey, by occupation, Springfield metropolitan area, November 2004 (continued)

Occupation	Employment	Mean wages		Median hourly wages
		Hourly	Annual (1)	
Construction and extraction occupations				
First-line supervisors/managers of construction trades and extraction workers	410	24.33	50,600	23.50
Brickmasons and blockmasons	190	14.21	29,550	12.29
Carpenters	1,360	14.31	29,770	13.88
Cement masons and concrete finishers	300	16.32	33,940	15.95
Construction laborers	1,070	13.30	27,670	13.23
Operating engineers and other construction equipment operators	380	18.54	38,570	18.69
Drywall and ceiling tile installers	260	12.89	26,810	10.49
Tapers	50	17.74	36,910	17.51
Electricians	1,090	15.23	31,680	14.77
Glaziers	(4)	19.66	40,900	19.95
Painters, construction and maintenance	230	12.48	25,970	12.15
Plumbers, pipefitters, and steamfitters	350	32.70	68,020	22.07
Plasterers and stucco masons	60	17.73	36,890	17.66
Reinforcing iron and rebar workers	(4)	23.23	48,320	23.92
Roofers	240	13.55	28,190	13.31
Sheet metal workers	390	14.48	30,130	13.18
Structural iron and steel workers	40	13.35	27,770	13.15
Helpers--brickmasons, blockmasons, stonemasons, and tile and marble setters	160	9.46	19,680	8.36
Helpers--carpenters	50	9.95	20,700	9.80
Helpers--electricians	200	12.92	26,870	13.92
Construction and building inspectors	80	19.06	39,650	18.47
Highway maintenance workers	300	12.50	26,000	12.58
Earth drillers, except oil and gas	(4)	11.90	24,750	10.87
Installation, maintenance, and repair occupations				
First-line supervisors/managers of mechanics, installers, and repairers	400	24.87	51,730	22.77
Computer, automated teller, and office machine repairers	90	14.72	30,630	14.83
Telecommunications equipment installers and repairers, except line installers	240	21.12	43,930	23.09
Avionics technicians	40	18.33	38,130	18.82
Electric motor, power tool, and related repairers	(4)	14.81	30,810	14.51
Electrical and electronics repairers, commercial and industrial equipment	40	18.08	37,600	17.56
Aircraft mechanics and service technicians	80	15.63	32,520	15.33
Automotive body and related repairers	360	18.85	39,200	16.31
Automotive service technicians and mechanics	1,180	16.14	33,570	16.09
Bus and truck mechanics and diesel engine specialists	580	15.60	32,450	15.60
Mobile heavy equipment mechanics, except engines	70	17.00	35,360	16.86
Motorboat mechanics	40	14.49	30,140	13.59
Motorcycle mechanics	(4)	12.83	26,680	12.51
Tire repairers and changers	180	9.22	19,180	9.50
Heating, air conditioning, and refrigeration mechanics and installers	730	16.70	34,730	15.82
Home appliance repairers	(4)	16.58	34,500	16.93
Industrial machinery mechanics	280	17.14	35,660	17.95
Maintenance and repair workers, general	1,690	14.08	29,290	13.58
Electrical power-line installers and repairers	230	22.99	47,830	24.23
Coin, vending, and amusement machine servicers and repairers	110	10.83	22,530	10.56
Locksmiths and safe repairers	(4)	21.10	43,890	10.16
Manufactured building and mobile home installers	(4)	9.55	19,860	9.41
Helpers--installation, maintenance, and repair workers	210	13.20	27,450	14.00

See footnotes at end of table.

Table 1. Employment and wage data from the Occupational Employment Statistics survey, by occupation, Springfield metropolitan area, November 2004 (continued)

Occupation	Employment	Mean wages		Median hourly wages
		Hourly	Annual (1)	
Production occupations				
First-line supervisors/managers of production and operating workers	830	19.68	40,930	19.10
Structural metal fabricators and fitters	130	16.25	33,800	15.38
Team assemblers	1,170	11.20	23,290	10.55
Assemblers and fabricators, all other	170	12.03	25,020	11.98
Bakers	190	10.93	22,740	10.48
Butchers and meat cutters	90	11.86	24,670	10.97
Food and tobacco roasting, baking, and drying machine operators and tenders	40	9.48	19,710	9.20
Food batchmakers	240	14.21	29,560	15.27
Computer-controlled machine tool operators, metal and plastic	440	12.15	25,280	12.17
Cutting, punching, and press machine setters, operators, and tenders, metal and plastic	400	12.34	25,660	12.47
Drilling and boring machine tool setters, operators, and tenders, metal and plastic	40	13.92	28,960	13.59
Grinding, lapping, polishing, and buffing machine tool setters, operators, and tenders, metal and plastic	100	12.99	27,020	12.75
Lathe and turning machine tool setters, operators, and tenders, metal and plastic	160	13.54	28,160	13.38
Milling and planing machine setters, operators, and tenders, metal and plastic	110	12.57	26,140	12.89
Machinists	320	13.14	27,340	12.60
Multiple machine tool setters, operators, and tenders, metal and plastic	170	14.75	30,690	14.36
Tool and die makers	90	17.70	36,810	17.18
Welders, cutters, solderers, and brazers	760	13.85	28,810	13.45
Welding, soldering, and brazing machine setters, operators, and tenders	330	15.53	32,300	13.79
Plating and coating machine setters, operators, and tenders, metal and plastic	70	12.91	26,850	12.55
Prepress technicians and workers	80	14.17	29,460	13.10
Printing machine operators	240	12.87	26,770	12.55
Laundry and dry-cleaning workers	360	8.61	17,910	8.60
Pressers, textile, garment, and related materials	170	8.04	16,730	7.95
Sewing machine operators	340	8.73	18,150	7.95
Tailors, dressmakers, and custom sewers	40	8.26	17,190	8.92
Upholsterers	50	11.57	24,070	10.45
Cabinetmakers and bench carpenters	90	10.40	21,630	10.02
Woodworking machine setters, operators, and tenders, except sawing	140	9.58	19,940	8.64
Water and liquid waste treatment plant and system operators	90	16.12	33,520	13.95
Separating, filtering, clarifying, precipitating, and still machine setters, operators, and tenders	50	14.68	30,540	14.79
Grinding and polishing workers, hand	60	13.38	27,830	14.08
Mixing and blending machine setters, operators, and tenders	80	12.58	26,170	12.50
Cutting and slicing machine setters, operators, and tenders	100	13.74	28,580	14.22
Extruding, forming, pressing, and compacting machine setters, operators, and tenders	(4)	12.41	25,810	12.54
Inspectors, testers, sorters, samplers, and weighers	590	13.11	27,280	12.55
Dental laboratory technicians	(4)	15.50	32,240	15.60
Ophthalmic laboratory technicians	30	10.65	22,160	10.99
Packaging and filling machine operators and tenders	620	12.22	25,410	12.71
Coating, painting, and spraying machine setters, operators, and tenders	120	13.68	28,450	13.58
Painters, transportation equipment	80	15.32	31,870	13.38
Painting, coating, and decorating workers	40	10.33	21,490	10.76
Molders, shapers, and casters, except metal and plastic	30	14.61	30,380	17.55
Helpers--production workers	550	9.96	20,720	9.73

See footnotes at end of table.

Table 1. Employment and wage data from the Occupational Employment Statistics survey, by occupation, Springfield metropolitan area, November 2004 (continued)

Occupation	Employment	Mean wages		Median hourly wages
		Hourly	Annual(1)	
Transportation and material moving occupations				
First-line supervisors/managers of helpers, laborers, and material movers, hand	270	16.87	35,100	15.58
First-line supervisors/managers of transportation and material-moving machine and vehicle operators	340	21.28	44,260	21.75
Bus drivers, transit and intercity	50	12.46	25,920	8.62
Bus drivers, school	580	8.03	16,710	7.58
Driver/sales workers	860	11.42	23,750	10.22
Truck drivers, heavy and tractor-trailer	4,320	16.77	34,880	16.53
Truck drivers, light or delivery services	1,720	13.55	28,190	11.24
Taxi drivers and chauffeurs	120	8.88	18,460	8.50
Service station attendants	310	7.21	14,990	7.33
Conveyor operators and tenders	130	14.75	30,680	15.68
Excavating and loading machine and dragline operators	(4)	12.12	25,220	10.63
Industrial truck and tractor operators	1,150	12.33	25,650	12.40
Cleaners of vehicles and equipment	820	9.07	18,860	8.38
Laborers and freight, stock, and material movers, hand	2,730	10.26	21,340	9.67
Packers and packagers, hand	880	9.26	19,260	8.55

1 Annual wages have been calculated by multiplying the hourly mean wage by a 'year-round, full-time' hours figure of 2,080 hours; for those occupations where there is not an hourly mean wage published, the annual wage has been directly calculated from the reported survey data.

2 Represents a wage above \$70.00 per hour.

3 Hourly wage rates for occupations where workers typically work fewer than 2,080 hours per year are not available.

4 Indicates that an employment estimate is not available.

5 Indicates that a wage estimate is not available.

6 There is a wide variation in the number of hours worked by those employed as actors, dancers, singers, and musicians. Many jobs are for the duration of 1 day or 1 week, and it is extremely rare for a performer to have guaranteed employment for a period that exceeds 3 to 6 months. Therefore only hourly wages are available for these occupations.