

Cleveland–Akron, OH National Compensation Survey December 2004



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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, call (202) 691-6199, or send an e-mail to ocltinfo@bls.gov.

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

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

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Introduction

The tables in this bulletin summarize the NCS results for the Cleveland–Akron, OH, metropolitan area. Data were collected between June 2004 and July 2005; the average reference month is December 2004. Tabulations provide information on earnings of workers in a variety of occupations and at different work levels. Also contained in this bulletin are information on the program, a technical note describing survey procedures, and an appendix with detailed information on occupational classifications.

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

NCS products

The Bureau's National Compensation Survey provides comprehensive measures of occupational earnings, compensation cost trends, benefit incidence, and detailed plan provisions. The Employment Cost Index, a quarterly measure of the change in employer costs for wages and benefits, is derived from the NCS. 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 and provisions of benefit plans. 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 group. 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 group; these estimates are limited to the private sector. Table 5–3 presents mean hourly earnings data for establishment employment sizes by major occupational group in 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.

Table 1-1. Summary: Mean hourly earnings¹ and weekly hours by selected characteristics, private industry and State and local government, National Compensation Survey, Cleveland-Akron, OH, December 2004

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	\$19.12	1.9	35.7	\$17.81	2.4	35.6	\$24.56	4.1	35.9
Worker characteristics:⁴									
White-collar occupations ⁵	23.69	2.2	36.4	22.10	2.4	36.5	28.46	5.0	36.0
Professional specialty and technical	28.06	3.2	35.3	25.04	4.4	35.3	33.96	4.6	35.2
Executive, administrative, and managerial	32.12	5.2	39.8	32.53	6.5	39.9	30.83	7.3	39.6
Sales	19.74	9.2	34.9	19.74	9.3	34.9	—	—	—
Administrative support	14.73	2.2	37.1	14.50	2.5	37.4	15.55	3.8	35.8
Blue-collar occupations ⁵	17.03	4.9	38.5	16.86	5.4	38.6	18.94	2.2	37.6
Precision production, craft, and repair	21.75	2.4	39.9	22.17	2.9	39.8	19.06	3.1	39.9
Machine operators, assemblers, and inspectors	15.94	5.3	39.1	15.91	5.3	39.1	—	—	—
Transportation and material moving	19.62	6.3	39.3	19.86	9.3	42.3	19.13	1.5	34.3
Handlers, equipment cleaners, helpers, and laborers	11.66	8.6	35.7	11.43	8.7	35.5	17.09	1.7	40.0
Service occupations ⁵	10.80	3.5	30.5	8.85	2.9	29.4	17.15	6.6	34.8
Full time	20.28	1.9	39.7	18.98	2.3	39.8	25.44	4.3	39.4
Part time	10.76	5.4	20.5	9.77	5.8	20.8	16.20	9.5	19.4
Union	22.96	3.2	37.9	22.19	5.2	38.8	23.64	4.1	37.1
Nonunion	17.81	2.5	35.0	17.03	2.7	35.1	26.66	5.9	33.4
Time	19.08	1.9	35.6	17.70	2.3	35.6	24.56	4.2	35.9
Incentive	20.39	14.2	37.7	20.38	14.2	37.7	—	—	—
Establishment characteristics:									
Goods producing	(⁶)	(⁶)	(⁶)	—	—	—	(⁶)	(⁶)	(⁶)
Service producing	(⁶)	(⁶)	(⁶)	16.16	3.3	33.8	(⁶)	(⁶)	(⁶)
50-99 workers ⁷	16.00	7.9	34.8	15.99	8.1	34.9	16.50	2.1	33.6
100-499 workers	18.10	2.8	35.5	16.99	3.2	35.8	25.72	7.8	33.8
500 workers or more	22.02	2.6	36.4	20.62	3.7	36.1	24.43	3.2	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, Cleveland-Akron, OH, December 2004

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	\$19.12	1.9	\$17.81	2.4	\$24.56	4.1
All excluding sales	19.08	1.9	17.65	2.3	24.57	4.2
White collar	23.69	2.2	22.10	2.4	28.46	5.0
White collar excluding sales	24.23	2.4	22.55	2.5	28.50	5.1
Professional specialty and technical	28.06	3.2	25.04	4.4	33.96	4.6
Professional specialty	30.23	3.1	27.05	4.1	34.62	5.0
Engineers, architects, and surveyors	31.74	10.2	31.68	10.7	—	—
Industrial engineers	24.83	15.6	24.83	15.6	—	—
Engineers, n.e.c.	36.84	8.4	36.84	8.4	—	—
Mathematical and computer scientists	30.61	3.9	30.51	4.0	—	—
Computer systems analysts and scientists	30.72	4.3	30.60	4.4	—	—
Natural scientists	27.19	11.1	—	—	—	—
Health related	26.59	2.4	24.34	2.0	39.88	7.8
Physicians	56.90	16.7	—	—	—	—
Registered nurses	25.08	1.0	24.82	.5	27.12	7.5
Respiratory therapists	22.08	3.4	22.08	3.4	—	—
Teachers, college and university	42.59	6.5	—	—	43.04	7.2
Other post-secondary teachers	47.67	3.7	—	—	47.67	3.7
Teachers, except college and university	35.25	4.7	25.54	8.2	36.81	5.0
Prekindergarten and kindergarten	30.77	13.4	—	—	—	—
Elementary school teachers	37.91	2.8	—	—	40.06	.6
Secondary school teachers	35.68	5.0	26.78	4.5	—	—
Teachers, n.e.c.	36.04	5.3	—	—	36.05	5.3
Librarians, archivists, and curators	27.41	15.3	—	—	27.96	15.1
Librarians	27.65	15.0	—	—	28.21	14.8
Social scientists and urban planners	—	—	—	—	—	—
Social, recreation, and religious workers	20.31	4.6	17.41	6.1	22.43	2.9
Social workers	20.31	4.6	17.41	6.1	22.43	2.9
Lawyers and judges	37.40	17.8	—	—	—	—
Lawyers	37.40	17.8	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	20.84	6.9	20.82	7.0	—	—
Professional, n.e.c.	17.70	10.0	—	—	—	—
Technical	21.07	6.4	20.94	7.0	22.57	9.4
Radiological technicians	19.77	5.5	—	—	—	—
Licensed practical nurses	18.27	2.1	17.92	1.4	—	—
Engineering technicians, n.e.c.	17.42	11.6	17.42	11.6	—	—
Drafters	18.80	7.4	18.80	7.4	—	—
Chemical technicians	25.19	21.2	25.19	21.2	—	—
Computer programmers	23.03	15.8	—	—	—	—
Technical and related, n.e.c.	17.02	8.3	15.66	9.5	20.07	10.9
Executive, administrative, and managerial	32.12	5.2	32.53	6.5	30.83	7.3
Executives, administrators, and managers	36.46	5.8	37.30	7.0	34.03	9.1
Administrators and officials, public administration	31.69	29.4	—	—	31.69	29.4
Financial managers	42.68	9.4	42.70	9.4	—	—
Administrators, education and related fields	41.75	9.6	—	—	48.41	6.0
Managers and administrators, n.e.c.	34.34	11.2	35.34	12.4	—	—
Management related	24.07	6.0	24.13	7.6	23.87	4.3
Accountants and auditors	23.59	4.0	23.58	4.4	—	—
Other financial officers	22.11	6.4	19.80	8.1	—	—
Personnel, training, and labor relations specialists	27.12	9.8	29.58	17.2	—	—
Management related, n.e.c.	26.08	6.5	—	—	—	—
Sales	19.74	9.2	19.74	9.3	—	—
Supervisors, sales	23.56	19.8	23.74	20.8	—	—
Sales, other business services	21.35	15.5	21.35	15.5	—	—
Sales representatives, mining, manufacturing, and wholesale	26.63	9.1	26.63	9.1	—	—
Sales workers, other commodities	11.72	11.5	11.72	11.5	—	—
Cashiers	9.05	7.8	8.71	7.0	—	—
Administrative support, including clerical	14.73	2.2	14.50	2.5	15.55	3.8

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, Cleveland-Akron, OH, December 2004 — 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						
Secretaries	\$15.89	2.7	\$15.75	1.7	\$16.33	10.1
Interviewers	12.29	4.7	12.29	4.7	–	–
Receptionists	13.14	7.7	12.62	7.4	–	–
Information clerks, n.e.c.	14.05	6.1	–	–	–	–
Library clerks	12.35	8.6	–	–	12.36	8.6
Records clerks, n.e.c.	12.38	6.1	12.30	6.3	–	–
Bookkeepers, accounting and auditing clerks	15.39	7.2	15.70	7.9	–	–
Payroll and timekeeping clerks	15.91	12.2	–	–	–	–
Billing clerks	12.24	4.9	12.24	4.9	–	–
Dispatchers	12.50	31.8	–	–	–	–
Traffic, shipping and receiving clerks	13.61	5.7	13.61	5.7	–	–
Stock and inventory clerks	15.01	18.3	15.01	18.3	–	–
General office clerks	14.44	8.7	13.11	14.6	16.80	7.2
Teachers' aides	14.07	13.9	–	–	14.45	12.8
Administrative support, n.e.c.	15.12	7.0	15.11	11.0	–	–
Blue collar	17.03	4.9	16.86	5.4	18.94	2.2
Precision production, craft, and repair	21.75	2.4	22.17	2.9	19.06	3.1
Bus, truck, and stationary engine mechanics	21.02	7.0	–	–	–	–
Industrial machinery repairers	23.67	12.9	23.67	12.9	–	–
Millwrights	30.10	.2	30.10	.2	–	–
Mechanics and repairers, n.e.c.	20.31	4.0	20.46	5.9	–	–
Electricians	26.97	4.8	27.61	4.5	–	–
Painters, construction and maintenance	20.57	23.7	–	–	–	–
Plumbers, pipefitters and steamfitters	24.29	9.5	26.03	8.8	–	–
Supervisors, production	20.55	5.7	20.55	5.7	–	–
Tool and die makers	28.13	3.6	28.13	3.6	–	–
Machine operators, assemblers, and inspectors	15.94	5.3	15.91	5.3	–	–
Grinding, abrading, buffing, and polishing machine operators	15.34	6.5	15.34	6.5	–	–
Numerical control machine operators	18.67	5.8	18.67	5.8	–	–
Fabricating machine operators, n.e.c.	20.57	8.4	20.57	8.4	–	–
Molding and casting machine operators	13.21	21.2	13.21	21.2	–	–
Miscellaneous machine operators, n.e.c.	14.14	14.4	13.77	14.4	–	–
Welders and cutters	18.17	9.6	18.17	9.6	–	–
Assemblers	14.85	11.2	14.85	11.2	–	–
Transportation and material moving	19.62	6.3	19.86	9.3	19.13	1.5
Truck drivers	22.25	3.8	22.71	4.0	–	–
Bus drivers	17.94	2.4	–	–	18.18	2.2
Industrial truck and tractor equipment operators ..	16.88	17.6	16.88	17.6	–	–
Handlers, equipment cleaners, helpers, and laborers	11.66	8.6	11.43	8.7	17.09	1.7
Production helpers	13.94	8.0	13.94	8.0	–	–
Stock handlers and baggers	11.49	5.7	11.49	5.7	–	–
Machine feeders and offbearers	10.49	13.8	10.49	13.8	–	–
Freight, stock, and material handlers, n.e.c.	13.28	9.3	13.28	9.3	–	–
Hand packers and packagers	11.15	23.2	11.15	23.2	–	–
Laborers, except construction, n.e.c.	10.89	11.2	9.53	9.9	–	–
Service	10.80	3.5	8.85	2.9	17.15	6.6
Protective service	14.30	12.4	8.89	7.3	20.30	8.2
Firefighting	18.58	6.2	–	–	18.58	6.2
Police and detectives, public service	23.99	1.8	–	–	23.99	1.8
Guards and police, except public service	8.53	10.5	8.41	10.2	–	–
Food service	8.00	3.8	7.69	3.6	12.10	4.0
Waiters, waitresses, and bartenders	5.26	27.7	5.26	27.7	–	–
Bartenders	6.87	25.2	6.87	25.2	–	–
Waiters and waitresses	4.85	33.7	4.85	33.7	–	–
Waiters/Waitresses' assistants	5.98	27.7	5.98	27.7	–	–

See footnotes at end of table.

Table 2-1. **Mean hourly earnings,¹ all workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Cleveland-Akron, OH, December 2004** — 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)
Service —Continued						
Food service—Continued						
Other food service	\$9.46	5.2	\$9.14	6.5	\$12.10	4.0
Supervisors, food preparation and service	17.90	4.8	—	—	—	—
Cooks	11.22	9.2	10.85	10.7	—	—
Food counter, fountain, and related	7.05	1.5	7.06	1.5	—	—
Kitchen workers, food preparation	6.95	22.0	6.81	22.7	—	—
Food preparation, n.e.c.	8.49	4.2	8.15	2.5	11.45	6.2
Health service	11.20	2.4	10.52	1.0	15.14	11.2
Health aides, except nursing	12.67	4.8	10.84	3.3	15.26	5.8
Nursing aides, orderlies and attendants	10.71	2.8	10.45	.7	—	—
Cleaning and building service	10.88	3.4	10.11	4.7	12.85	4.1
Maids and housemen	9.56	3.5	9.56	3.5	—	—
Janitors and cleaners	11.02	3.6	10.15	5.4	12.85	4.1
Personal service	12.30	14.2	9.26	6.9	18.23	17.2
Child care workers, n.e.c.	17.23	15.5	—	—	—	—
Service, n.e.c.	8.20	9.6	7.77	11.0	—	—

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

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, Cleveland-Akron, OH, December 2004

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	\$20.28	1.9	\$18.98	2.3	\$25.44	4.3
All excluding sales	20.16	1.7	18.73	2.0	25.45	4.3
White collar	24.42	2.3	22.77	2.5	29.29	4.9
White collar excluding sales	24.66	2.3	22.83	2.5	29.34	4.9
Professional specialty and technical	28.52	3.4	25.22	4.8	35.01	3.7
Professional specialty	30.75	3.0	27.17	4.4	35.77	4.2
Engineers, architects, and surveyors	31.74	10.2	31.68	10.7	—	—
Industrial engineers	24.83	15.6	24.83	15.6	—	—
Engineers, n.e.c.	36.84	8.4	36.84	8.4	—	—
Mathematical and computer scientists	30.85	3.9	30.75	4.0	—	—
Computer systems analysts and scientists	30.72	4.3	30.60	4.4	—	—
Natural scientists	—	—	—	—	—	—
Health related	26.79	2.6	23.92	2.6	41.52	7.7
Registered nurses	25.03	1.3	24.72	.5	27.31	8.4
Teachers, college and university	43.95	4.8	—	—	44.87	4.2
Other post-secondary teachers	47.99	3.2	—	—	47.99	3.2
Teachers, except college and university	36.41	2.9	—	—	38.36	2.5
Prekindergarten and kindergarten	30.77	13.4	—	—	—	—
Elementary school teachers	37.89	2.8	—	—	40.06	.6
Secondary school teachers	35.81	5.3	26.78	4.5	—	—
Teachers, n.e.c.	38.09	2.2	—	—	38.09	2.2
Librarians, archivists, and curators	29.09	14.6	—	—	29.80	14.1
Librarians	29.09	14.6	—	—	29.80	14.1
Social scientists and urban planners	—	—	—	—	—	—
Social, recreation, and religious workers	20.30	4.7	17.30	6.9	22.43	2.9
Social workers	20.30	4.7	17.30	6.9	22.43	2.9
Lawyers and judges	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	20.84	6.9	20.82	7.0	—	—
Professional, n.e.c.	17.70	10.0	—	—	—	—
Technical	21.39	7.0	21.26	7.7	22.88	9.5
Licensed practical nurses	18.95	2.3	18.52	1.4	—	—
Engineering technicians, n.e.c.	17.42	11.6	17.42	11.6	—	—
Drafters	18.80	7.4	18.80	7.4	—	—
Chemical technicians	25.19	21.2	25.19	21.2	—	—
Computer programmers	23.03	15.8	—	—	—	—
Technical and related, n.e.c.	17.12	8.4	15.67	9.5	20.62	9.5
Executive, administrative, and managerial	32.09	5.3	32.48	6.6	30.88	7.3
Executives, administrators, and managers	36.50	5.8	37.37	7.2	34.03	9.1
Administrators and officials, public administration	31.69	29.4	—	—	31.69	29.4
Financial managers	42.78	9.7	42.80	9.8	—	—
Administrators, education and related fields	42.73	9.0	—	—	48.41	6.0
Managers and administrators, n.e.c.	34.34	11.2	35.34	12.4	—	—
Management related	23.92	5.9	23.92	7.5	23.93	4.4
Accountants and auditors	23.59	4.0	23.58	4.4	—	—
Other financial officers	22.11	6.4	19.80	8.1	—	—
Personnel, training, and labor relations specialists	27.34	10.1	29.58	17.2	—	—
Management related, n.e.c.	25.21	5.9	—	—	—	—
Sales	22.40	7.4	22.42	7.5	—	—
Supervisors, sales	23.56	19.8	23.74	20.8	—	—
Sales representatives, mining, manufacturing, and wholesale	26.63	9.1	26.63	9.1	—	—
Sales workers, other commodities	12.66	15.1	12.66	15.1	—	—
Administrative support, including clerical	15.01	2.1	14.68	2.5	16.16	3.9
Secretaries	15.81	2.9	15.62	1.9	16.36	10.1
Receptionists	13.28	8.1	12.73	8.1	—	—
Information clerks, n.e.c.	14.05	6.1	—	—	—	—
Library clerks	14.72	10.1	—	—	14.72	10.1
Records clerks, n.e.c.	12.39	6.2	12.30	6.3	—	—
Bookkeepers, accounting and auditing clerks	15.47	7.4	15.70	7.9	—	—

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, Cleveland-Akron, OH, December 2004 — 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						
Payroll and timekeeping clerks	\$15.91	12.2	–	–	–	–
Traffic, shipping and receiving clerks	13.61	5.7	\$13.61	5.7	–	–
General office clerks	15.72	9.3	14.69	17.2	\$16.91	7.6
Administrative support, n.e.c.	16.27	7.3	16.04	11.5	–	–
Blue collar	17.39	4.8	17.24	5.3	19.14	2.2
Precision production, craft, and repair						
Bus, truck, and stationary engine mechanics	21.80	2.4	22.23	3.0	19.06	3.1
Industrial machinery repairers	21.02	7.0	–	–	–	–
Millwrights	23.67	12.9	23.67	12.9	–	–
Mechanics and repairers, n.e.c.	30.10	.2	30.10	.2	–	–
Electricians	20.31	4.0	20.46	5.9	–	–
Painters, construction and maintenance	26.97	4.8	27.61	4.5	–	–
Plumbers, pipefitters and steamfitters	20.57	23.7	–	–	–	–
Supervisors, production	24.29	9.5	26.03	8.8	–	–
Tool and die makers	20.55	5.7	20.55	5.7	–	–
	28.13	3.6	28.13	3.6	–	–
Machine operators, assemblers, and inspectors						
Grinding, abrading, buffing, and polishing machine operators	16.07	4.8	16.04	4.8	–	–
Numerical control machine operators	15.34	6.5	15.34	6.5	–	–
Fabricating machine operators, n.e.c.	18.67	5.8	18.67	5.8	–	–
Miscellaneous machine operators, n.e.c.	20.57	8.4	20.57	8.4	–	–
Welders and cutters	14.14	14.4	13.77	14.4	–	–
Assemblers	18.17	9.6	18.17	9.6	–	–
	14.97	11.0	14.97	11.0	–	–
Transportation and material moving						
Truck drivers	19.89	6.7	19.94	9.4	19.77	1.8
Industrial truck and tractor equipment operators ..	22.34	3.8	22.71	4.0	–	–
	16.88	17.6	16.88	17.6	–	–
Handlers, equipment cleaners, helpers, and laborers						
Production helpers	12.07	10.5	11.82	10.6	17.09	1.7
Stock handlers and baggers	13.94	8.0	13.94	8.0	–	–
Machine feeders and offbearers	12.77	8.7	12.77	8.7	–	–
Freight, stock, and material handlers, n.e.c.	10.49	13.8	10.49	13.8	–	–
Laborers, except construction, n.e.c.	15.23	8.6	15.23	8.6	–	–
	11.82	12.2	10.33	11.2	–	–
Service						
Protective service	12.56	3.9	10.32	2.6	17.94	7.0
Firefighting	14.68	10.8	9.16	6.4	20.37	8.8
Police and detectives, public service	18.57	6.3	–	–	18.57	6.3
Guards and police, except public service	24.26	2.4	–	–	24.26	2.4
Food service	8.77	9.6	8.64	9.5	–	–
Waiters, waitresses, and bartenders	10.80	2.0	10.63	2.0	–	–
Waiters and waitresses	7.33	33.1	7.33	33.1	–	–
Other food service	7.42	39.6	7.42	39.6	–	–
Supervisors, food preparation and service	11.58	4.4	11.49	5.2	–	–
Cooks	17.90	4.8	–	–	–	–
Food preparation, n.e.c.	11.58	9.7	11.61	11.2	–	–
Health service	9.35	3.5	8.92	4.8	–	–
Health aides, except nursing	11.20	2.7	10.50	1.2	15.41	12.7
Nursing aides, orderlies and attendants	12.70	5.7	10.89	3.9	–	–
	10.70	3.1	10.41	1.0	–	–

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, Cleveland-Akron, OH, December 2004 — 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)
Service —Continued						
Cleaning and building service	\$11.22	2.8	\$10.62	3.2	\$12.95	9.8
Maids and housemen	9.56	3.5	9.56	3.5	—	—
Janitors and cleaners	11.48	3.1	10.82	3.6	12.95	9.8
Personal service	15.39	17.9	11.84	16.2	—	—

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

² 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, Cleveland-Akron, OH, December 2004

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	\$10.76	5.4	\$9.77	5.8	\$16.20	9.5
All excluding sales	10.95	6.1	9.88	6.5	16.20	9.5
White collar	16.18	6.8	15.47	7.2	18.65	11.6
White collar excluding sales	18.83	6.3	18.91	7.8	18.66	11.6
Professional specialty and technical	23.06	3.5	23.00	3.4	23.16	7.8
Professional specialty	24.68	3.1	25.77	1.5	23.36	7.8
Mathematical and computer scientists	—	—	—	—	—	—
Natural scientists	—	—	—	—	—	—
Health related	25.82	2.7	25.79	2.9	—	—
Registered nurses	25.27	.7	25.19	.8	—	—
Teachers, college and university	—	—	—	—	—	—
Teachers, except college and university	23.84	5.9	37.55	23.8	23.17	7.0
Teachers, n.e.c.	21.90	7.8	—	—	—	—
Librarians, archivists, and curators	16.75	.0	—	—	16.75	.0
Social, recreation, and religious workers	—	—	—	—	—	—
Lawyers and judges	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	—	—	—	—	—	—
Technical	17.26	2.9	17.42	2.8	—	—
Executive, administrative, and managerial	—	—	—	—	—	—
Executives, administrators, and managers	—	—	—	—	—	—
Management related	—	—	—	—	—	—
Sales	8.91	4.6	8.90	4.6	—	—
Sales workers, other commodities	9.73	3.3	9.73	3.3	—	—
Cashiers	8.15	3.5	8.13	3.5	—	—
Administrative support, including clerical	11.88	4.1	12.52	4.8	9.89	5.0
Secretaries	17.04	9.8	17.15	10.0	—	—
Library clerks	9.55	2.4	—	—	9.55	2.5
General office clerks	10.11	5.2	10.18	5.4	—	—
Administrative support, n.e.c.	10.84	5.5	—	—	—	—
Blue collar	10.03	5.1	9.26	4.5	16.07	1.2
Precision production, craft, and repair	—	—	—	—	—	—
Machine operators, assemblers, and inspectors	8.33	.8	8.33	.8	—	—
Transportation and material moving	15.67	2.5	—	—	16.07	1.2
Bus drivers	15.63	2.9	—	—	16.07	1.4
Handlers, equipment cleaners, helpers, and laborers	9.39	5.0	9.39	5.0	—	—
Stock handlers and baggers	8.31	6.6	8.31	6.6	—	—
Service	7.12	7.7	6.37	5.4	12.89	9.5
Protective service	8.60	31.7	—	—	—	—
Food service	6.28	5.9	6.02	5.7	12.11	12.5
Waiters, waitresses, and bartenders	4.74	28.6	4.74	28.6	—	—
Bartenders	8.19	21.7	8.19	21.7	—	—
Waiters and waitresses	4.29	32.7	4.29	32.7	—	—
Waiters'/Waitresses' assistants	5.05	29.1	5.05	29.1	—	—
Other food service	7.54	7.9	7.15	9.4	12.11	12.5
Cooks	10.58	9.7	9.37	1.3	—	—
Food counter, fountain, and related	6.52	9.1	—	—	—	—
Kitchen workers, food preparation	5.48	15.6	—	—	—	—
Food preparation, n.e.c.	7.88	6.9	7.67	5.8	—	—
Health service	11.21	3.2	10.74	2.7	—	—
Nursing aides, orderlies and attendants	10.83	2.4	10.82	2.4	—	—

See footnotes at end of table.

Table 2-3. Mean hourly earnings,¹ part-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Cleveland-Akron, OH, December 2004 — 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)
Service —Continued						
Cleaning and building service	\$9.53	18.5	—	—	—	—
Janitors and cleaners	9.53	18.5	—	—	—	—
Personal service	7.83	14.3	\$6.25	12.1	\$12.48	8.8
Service, n.e.c.	6.47	14.1	5.78	13.0	—	—

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

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, Cleveland-Akron, OH, December 2004

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	\$806	1.9	39.7	\$756	2.4	39.8	\$1,002	4.1	39.4
All excluding sales	802	1.8	39.8	747	2.1	39.9	1,003	4.1	39.4
White collar	965	2.2	39.5	905	2.5	39.7	1,139	4.3	38.9
White collar excluding sales	976	2.2	39.6	910	2.5	39.9	1,140	4.3	38.9
Professional specialty and technical	1,120	3.1	39.3	1,003	4.8	39.8	1,342	2.7	38.3
Professional specialty	1,205	2.7	39.2	1,084	4.5	39.9	1,369	3.2	38.3
Engineers, architects, and surveyors	1,320	8.6	41.6	1,320	9.1	41.7	-	-	-
Industrial engineers	1,119	9.5	45.1	1,119	9.5	45.1	-	-	-
Engineers, n.e.c.	1,473	8.4	40.0	1,473	8.4	40.0	-	-	-
Mathematical and computer scientists	1,225	4.2	39.7	1,220	4.3	39.7	-	-	-
Computer systems analysts and scientists	1,221	4.6	39.8	1,216	4.7	39.7	-	-	-
Natural scientists	-	-	-	-	-	-	-	-	-
Health related	1,066	2.3	39.8	952	2.2	39.8	1,657	7.7	39.9
Registered nurses	995	1.4	39.8	983	.7	39.8	1,088	8.5	39.8
Teachers, college and university	1,719	5.2	39.1	-	-	-	1,764	3.8	39.3
Other post-secondary teachers	1,861	2.5	38.8	-	-	-	1,861	2.5	38.8
Teachers, except college and university	1,352	2.1	37.1	-	-	-	1,433	1.4	37.4
Prekindergarten and kindergarten	1,142	12.7	37.1	-	-	-	-	-	-
Elementary school teachers ...	1,364	2.0	36.0	-	-	-	1,468	2.1	36.6
Secondary school teachers	1,353	5.4	37.8	997	5.1	37.2	-	-	-
Teachers, n.e.c.	1,427	2.3	37.5	-	-	-	1,427	2.3	37.5
Librarians, archivists, and curators	1,077	13.1	37.0	-	-	-	1,106	12.3	37.1
Librarians	1,077	13.1	37.0	-	-	-	1,106	12.3	37.1
Social scientists and urban planners	-	-	-	-	-	-	-	-	-
Social, recreation, and religious workers	811	4.8	39.9	692	6.9	40.0	895	3.2	39.9
Social workers	811	4.8	39.9	692	6.9	40.0	895	3.2	39.9
Lawyers and judges	-	-	-	-	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	827	7.3	39.7	826	7.3	39.7	-	-	-
Professional, n.e.c.	707	10.0	40.0	-	-	-	-	-	-
Technical	845	6.9	39.5	840	7.6	39.5	906	9.4	39.6
Licensed practical nurses	737	2.8	38.9	718	2.1	38.8	-	-	-
Engineering technicians, n.e.c.	697	11.6	40.0	697	11.6	40.0	-	-	-
Drafters	752	7.4	40.0	752	7.4	40.0	-	-	-
Chemical technicians	1,007	21.2	40.0	1,007	21.2	40.0	-	-	-
Computer programmers	921	15.8	40.0	-	-	-	-	-	-
Technical and related, n.e.c. ...	680	8.4	39.7	623	9.5	39.8	819	10.0	39.7
Executive, administrative, and managerial	1,287	5.1	40.1	1,306	6.4	40.2	1,230	7.4	39.8
Executives, administrators, and managers	1,459	5.9	40.0	1,494	7.2	40.0	1,360	9.1	40.0
Administrators and officials, public administration	1,265	29.4	39.9	-	-	-	1,265	29.4	39.9
Financial managers	1,710	9.7	40.0	1,712	9.8	40.0	-	-	-
Administrators, education and related fields	1,665	10.0	39.0	-	-	-	1,935	6.0	40.0
Managers and administrators, n.e.c.	1,382	11.3	40.3	1,423	12.5	40.3	-	-	-
Management related	966	4.7	40.4	971	6.0	40.6	947	4.3	39.6
Accountants and auditors	944	4.0	40.0	943	4.4	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, Cleveland-Akron, OH, December 2004 — Continued

Occupation ³	Total			Private industry			State and local government		
	Weekly earnings		Mean weekly hours ⁵	Weekly earnings		Mean weekly hours ⁵	Weekly earnings		Mean weekly hours ⁵
	Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)	
White collar —Continued									
Executive, administrative, and managerial —Continued									
Management related —Continued									
Other financial officers	\$857	8.1	38.7	\$759	10.3	38.3	—	—	—
Personnel, training, and labor relations specialists	1,090	10.1	39.9	1,183	17.2	40.0	—	—	—
Management related, n.e.c.	1,000	5.9	39.7	—	—	—	—	—	—
Sales	871	7.8	38.9	872	7.9	38.9	—	—	—
Supervisors, sales	942	19.8	40.0	950	20.8	40.0	—	—	—
Sales representatives, mining, manufacturing, and wholesale	1,026	9.6	38.5	1,026	9.6	38.5	—	—	—
Sales workers, other commodities	477	12.2	37.7	477	12.2	37.7	—	—	—
Administrative support, including clerical	596	2.2	39.7	584	2.4	39.8	\$638	4.4	39.5
Secretaries	625	3.0	39.6	617	1.8	39.5	651	10.5	39.8
Receptionists	529	7.9	39.8	507	7.8	39.8	—	—	—
Information clerks, n.e.c.	562	6.1	40.0	—	—	—	—	—	—
Library clerks	547	12.2	37.2	—	—	—	547	12.2	37.2
Records clerks, n.e.c.	496	6.2	40.0	492	6.3	40.0	—	—	—
Bookkeepers, accounting and auditing clerks	619	7.4	40.0	628	7.9	40.0	—	—	—
Payroll and timekeeping clerks	637	12.2	40.0	—	—	—	—	—	—
Traffic, shipping and receiving clerks	544	5.7	40.0	544	5.7	40.0	—	—	—
General office clerks	623	9.3	39.6	588	17.2	40.0	663	8.4	39.2
Administrative support, n.e.c.	636	7.5	39.1	630	11.7	39.3	—	—	—
Blue collar	697	5.0	40.1	692	5.5	40.1	758	2.7	39.6
Precision production, craft, and repair	871	3.1	40.0	888	3.7	40.0	761	3.2	39.9
Bus, truck, and stationary engine mechanics	841	7.0	40.0	—	—	—	—	—	—
Industrial machinery repairers	947	12.9	40.0	947	12.9	40.0	—	—	—
Millwrights	1,204	.2	40.0	1,204	.2	40.0	—	—	—
Mechanics and repairers, n.e.c.	813	4.0	40.0	819	5.9	40.0	—	—	—
Electricians	1,079	4.8	40.0	1,104	4.5	40.0	—	—	—
Painters, construction and maintenance	819	23.6	39.8	—	—	—	—	—	—
Plumbers, pipefitters and steamfitters	946	10.8	39.0	1,009	11.1	38.7	—	—	—
Supervisors, production	868	7.2	42.2	868	7.2	42.2	—	—	—
Tool and die makers	1,125	3.6	40.0	1,125	3.6	40.0	—	—	—
Machine operators, assemblers, and inspectors	642	4.8	39.9	640	4.9	39.9	—	—	—
Grinding, abrading, buffing, and polishing machine operators	614	6.5	40.0	614	6.5	40.0	—	—	—
Numerical control machine operators	747	5.8	40.0	747	5.8	40.0	—	—	—
Fabricating machine operators, n.e.c.	823	8.4	40.0	823	8.4	40.0	—	—	—
Miscellaneous machine operators, n.e.c.	566	14.4	40.0	551	14.4	40.0	—	—	—
Welders and cutters	705	10.2	38.8	705	10.2	38.8	—	—	—

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, Cleveland-Akron, OH, December 2004 — 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									
Machine operators, assemblers, and inspectors –Continued									
Assemblers	\$599	11.0	40.0	\$599	11.0	40.0	–	–	–
Transportation and material moving	824	11.1	41.4	848	15.7	42.5	\$771	3.6	39.0
Truck drivers	992	9.8	44.4	1,017	9.7	44.8	–	–	–
Industrial truck and tractor equipment operators	675	17.6	40.0	675	17.6	40.0	–	–	–
Handlers, equipment cleaners, helpers, and laborers	483	10.5	40.0	472	10.6	40.0	684	1.7	40.0
Production helpers	558	8.0	40.0	558	8.0	40.0	–	–	–
Stock handlers and baggers ..	508	8.8	39.8	508	8.8	39.8	–	–	–
Machine feeders and offbearers	420	13.8	40.0	420	13.8	40.0	–	–	–
Freight, stock, and material handlers, n.e.c.	609	8.6	40.0	609	8.6	40.0	–	–	–
Laborers, except construction, n.e.c.	473	12.2	40.0	413	11.2	40.0	–	–	–
Service	498	3.8	39.7	405	2.4	39.2	734	7.1	40.9
Protective service	603	11.5	41.1	367	6.4	40.0	861	10.8	42.3
Firefighting	854	16.4	46.0	–	–	–	854	16.4	46.0
Police and detectives, public service	970	2.4	40.0	–	–	–	970	2.4	40.0
Guards and police, except public service	351	9.6	40.0	346	9.5	40.0	–	–	–
Food service	417	1.5	38.7	413	1.6	38.9	–	–	–
Waiters, waitresses, and bartenders	267	31.4	36.5	267	31.4	36.5	–	–	–
Waiters and waitresses	275	33.1	37.1	275	33.1	37.1	–	–	–
Other food service	454	5.2	39.2	454	6.0	39.5	–	–	–
Supervisors, food preparation and service	677	10.0	37.8	–	–	–	–	–	–
Cooks	463	9.7	40.0	464	11.2	40.0	–	–	–
Food preparation, n.e.c.	368	4.9	39.3	350	7.3	39.2	–	–	–
Health service	438	2.6	39.1	409	1.3	39.0	616	12.7	40.0
Health aides, except nursing ..	506	5.8	39.8	433	3.9	39.7	–	–	–
Nursing aides, orderlies and attendants	416	3.2	38.9	404	1.5	38.8	–	–	–
Cleaning and building service	444	2.9	39.6	420	3.5	39.5	515	10.1	39.8
Maids and housemen	383	3.5	40.0	383	3.5	40.0	–	–	–
Janitors and cleaners	454	3.4	39.5	427	4.0	39.4	515	10.1	39.8
Personal service	588	18.5	38.2	439	13.9	37.1	–	–	–

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, Cleveland-Akron, OH, December 2004

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	\$40,798	1.9	2,012	\$39,034	2.4	2,057	\$47,114	4.1	1,852
All excluding sales	40,546	1.8	2,012	38,578	2.1	2,059	47,126	4.1	1,851
White collar	47,949	2.2	1,963	46,582	2.5	2,045	51,411	4.3	1,755
White collar excluding sales	48,266	2.2	1,957	46,807	2.5	2,050	51,448	4.3	1,754
Professional specialty and technical	53,077	3.1	1,861	51,017	4.8	2,023	56,299	2.7	1,608
Professional specialty	55,690	2.7	1,811	54,562	4.5	2,008	56,943	3.2	1,592
Engineers, architects, and surveyors	68,630	8.6	2,162	68,643	9.1	2,166	-	-	-
Industrial engineers	58,190	9.5	2,344	58,190	9.5	2,344	-	-	-
Engineers, n.e.c.	76,617	8.4	2,080	76,617	8.4	2,080	-	-	-
Mathematical and computer scientists	63,681	4.2	2,064	63,464	4.3	2,064	-	-	-
Computer systems analysts and scientists	63,489	4.6	2,067	63,251	4.7	2,067	-	-	-
Natural scientists	-	-	-	-	-	-	-	-	-
Health related	55,426	2.3	2,069	49,494	2.2	2,069	85,954	7.7	2,070
Registered nurses	51,736	1.4	2,067	51,104	.7	2,067	56,357	8.5	2,064
Teachers, college and university Other post-secondary teachers	70,945	5.2	1,614	-	-	-	72,278	3.8	1,611
Teachers, except college and university	78,792	2.5	1,642	-	-	-	78,792	2.5	1,642
Prekindergarten and kindergarten	51,693	2.1	1,420	-	-	-	54,710	1.4	1,426
Elementary school teachers ...	44,985	12.7	1,462	-	-	-	-	-	-
Secondary school teachers	51,037	2.0	1,347	-	-	-	54,770	2.1	1,367
Teachers, n.e.c.	51,034	5.4	1,425	37,886	5.1	1,414	-	-	-
Librarians, archivists, and curators	54,480	2.3	1,430	-	-	-	54,480	2.3	1,430
Librarians	49,453	13.1	1,700	-	-	-	51,260	12.3	1,720
Social scientists and urban planners	49,453	13.1	1,700	-	-	-	51,260	12.3	1,720
Social, recreation, and religious workers	-	-	-	-	-	-	-	-	-
Social workers	41,216	4.8	2,030	35,989	6.9	2,080	44,779	3.2	1,996
Lawyers and judges	41,216	4.8	2,030	35,989	6.9	2,080	44,779	3.2	1,996
Writers, authors, entertainers, athletes, and professionals, n.e.c.	-	-	-	-	-	-	-	-	-
Professional, n.e.c.	43,013	7.3	2,064	42,972	7.3	2,064	-	-	-
Technical	36,784	10.0	2,079	-	-	-	-	-	-
Licensed practical nurses	43,683	6.9	2,042	43,660	7.6	2,054	43,922	9.4	1,920
Engineering technicians, n.e.c.	36,911	2.8	1,948	37,332	2.1	2,016	-	-	-
Drafters	36,224	11.6	2,080	36,224	11.6	2,080	-	-	-
Chemical technicians	39,096	7.4	2,080	39,096	7.4	2,080	-	-	-
Computer programmers	52,386	21.2	2,080	52,386	21.2	2,080	-	-	-
Technical and related, n.e.c. ...	47,907	15.8	2,080	-	-	-	-	-	-
Executive, administrative, and managerial	35,382	8.4	2,067	32,391	9.5	2,067	42,573	10.0	2,065
Executives, administrators, and managers	66,295	5.1	2,066	67,716	6.4	2,085	62,080	7.4	2,010
Administrators and officials, public administration	74,775	5.9	2,049	77,356	7.2	2,070	67,714	9.1	1,990
Financial managers	65,804	29.4	2,076	-	-	-	65,804	29.4	2,076
Administrators, education and related fields	88,938	9.7	2,079	89,032	9.8	2,080	-	-	-
Managers and administrators, n.e.c.	75,937	10.0	1,777	-	-	-	87,143	6.0	1,800
Management related	71,883	11.3	2,093	74,013	12.5	2,094	-	-	-
Accountants and auditors	50,215	4.7	2,099	50,496	6.0	2,111	49,236	4.3	2,057
	49,076	4.0	2,080	49,051	4.4	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, Cleveland-Akron, OH, December 2004 — Continued

Occupation ³	Total			Private industry			State and local government		
	Annual earnings		Mean annual hours ⁵	Annual earnings		Mean annual hours ⁵	Annual earnings		Mean annual hours ⁵
	Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)	
White collar —Continued									
Executive, administrative, and managerial —Continued									
Management related —Continued									
Other financial officers	\$44,544	8.1	2,015	\$39,461	10.3	1,993	—	—	—
Personnel, training, and labor relations specialists	56,671	10.1	2,073	61,526	17.2	2,080	—	—	—
Management related, n.e.c.	52,015	5.9	2,064	—	—	—	—	—	—
Sales	45,197	7.8	2,018	45,224	7.9	2,017	—	—	—
Supervisors, sales	48,995	19.8	2,080	49,388	20.8	2,080	—	—	—
Sales representatives, mining, manufacturing, and wholesale	53,335	9.6	2,003	53,335	9.6	2,003	—	—	—
Sales workers, other commodities	24,825	12.2	1,960	24,825	12.2	1,960	—	—	—
Administrative support, including clerical	30,729	2.2	2,047	30,323	2.4	2,065	\$32,084	4.4	1,985
Secretaries	32,292	3.0	2,043	32,061	1.8	2,052	32,978	10.5	2,016
Receptionists	27,526	7.9	2,072	26,369	7.8	2,071	—	—	—
Information clerks, n.e.c.	29,225	6.1	2,080	—	—	—	—	—	—
Library clerks	28,437	12.2	1,932	—	—	—	28,437	12.2	1,932
Records clerks, n.e.c.	25,776	6.2	2,080	25,575	6.3	2,080	—	—	—
Bookkeepers, accounting and auditing clerks	32,174	7.4	2,080	32,661	7.9	2,080	—	—	—
Payroll and timekeeping clerks	33,102	12.2	2,080	—	—	—	—	—	—
Traffic, shipping and receiving clerks	28,301	5.7	2,080	28,301	5.7	2,080	—	—	—
General office clerks	32,085	9.3	2,041	30,563	17.2	2,080	33,773	8.4	1,997
Administrative support, n.e.c.	31,497	7.5	1,936	32,779	11.7	2,043	—	—	—
Blue collar	36,101	5.0	2,076	35,849	5.5	2,080	38,884	2.7	2,031
Precision production, craft, and repair	45,162	3.1	2,072	46,039	3.7	2,071	39,583	3.2	2,077
Bus, truck, and stationary engine mechanics	43,718	7.0	2,080	—	—	—	—	—	—
Industrial machinery repairers	47,991	12.9	2,028	47,991	12.9	2,028	—	—	—
Millwrights	60,582	.2	2,013	60,582	.2	2,013	—	—	—
Mechanics and repairers, n.e.c.	42,254	4.0	2,080	42,567	5.9	2,080	—	—	—
Electricians	56,104	4.8	2,080	57,431	4.5	2,080	—	—	—
Painters, construction and maintenance	42,585	23.6	2,070	—	—	—	—	—	—
Plumbers, pipefitters and steamfitters	49,206	10.8	2,026	52,444	11.1	2,015	—	—	—
Supervisors, production	45,125	7.2	2,196	45,125	7.2	2,196	—	—	—
Tool and die makers	58,517	3.6	2,080	58,517	3.6	2,080	—	—	—
Machine operators, assemblers, and inspectors	33,189	4.8	2,065	33,129	4.9	2,065	—	—	—
Grinding, abrading, buffing, and polishing machine operators	31,912	6.5	2,080	31,912	6.5	2,080	—	—	—
Numerical control machine operators	38,834	5.8	2,080	38,834	5.8	2,080	—	—	—
Fabricating machine operators, n.e.c.	42,380	8.4	2,060	42,380	8.4	2,060	—	—	—
Miscellaneous machine operators, n.e.c.	29,200	14.4	2,065	28,426	14.4	2,064	—	—	—
Welders and cutters	36,661	10.2	2,018	36,661	10.2	2,018	—	—	—

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, Cleveland-Akron, OH, December 2004 — 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									
Machine operators, assemblers, and inspectors —Continued									
Assemblers	\$31,128	11.0	2,080	\$31,128	11.0	2,080	—	—	—
Transportation and material moving	42,341	11.1	2,128	44,084	15.7	2,211	\$38,542	3.6	1,949
Truck drivers	51,593	9.8	2,310	52,877	9.7	2,328	—	—	—
Industrial truck and tractor equipment operators	35,104	17.6	2,080	35,104	17.6	2,080	—	—	—
Handlers, equipment cleaners, helpers, and laborers	25,095	10.5	2,079	24,558	10.6	2,079	35,552	1.7	2,080
Production helpers	28,995	8.0	2,080	28,995	8.0	2,080	—	—	—
Stock handlers and baggers ..	26,417	8.8	2,069	26,417	8.8	2,069	—	—	—
Machine feeders and offbearers	21,821	13.8	2,080	21,821	13.8	2,080	—	—	—
Freight, stock, and material handlers, n.e.c.	31,668	8.6	2,080	31,668	8.6	2,080	—	—	—
Laborers, except construction, n.e.c.	24,577	12.2	2,080	21,488	11.2	2,080	—	—	—
Service	25,661	3.8	2,044	20,948	2.4	2,030	37,284	7.1	2,078
Protective service	31,363	11.5	2,136	19,059	6.4	2,080	44,771	10.8	2,198
Firefighting	44,431	16.4	2,393	—	—	—	44,431	16.4	2,393
Police and detectives, public service	50,452	2.4	2,080	—	—	—	50,452	2.4	2,080
Guards and police, except public service	18,234	9.6	2,080	17,969	9.5	2,080	—	—	—
Food service	21,326	1.5	1,974	21,491	1.6	2,021	—	—	—
Waiters, waitresses, and bartenders	13,895	31.4	1,897	13,895	31.4	1,897	—	—	—
Waiters and waitresses	14,306	33.1	1,927	14,306	33.1	1,927	—	—	—
Other food service	23,074	5.2	1,993	23,634	6.0	2,056	—	—	—
Supervisors, food preparation and service	33,697	10.0	1,883	—	—	—	—	—	—
Cooks	24,093	9.7	2,080	24,148	11.2	2,080	—	—	—
Food preparation, n.e.c.	18,466	4.9	1,974	18,174	7.3	2,037	—	—	—
Health service	22,601	2.6	2,018	21,272	1.3	2,027	30,351	12.7	1,969
Health aides, except nursing ..	26,299	5.8	2,071	22,496	3.9	2,066	—	—	—
Nursing aides, orderlies and attendants	21,419	3.2	2,002	21,011	1.5	2,018	—	—	—
Cleaning and building service	23,045	2.9	2,054	21,761	3.5	2,049	26,796	10.1	2,069
Maids and housemen	19,562	3.5	2,045	19,562	3.5	2,045	—	—	—
Janitors and cleaners	23,591	3.4	2,055	22,180	4.0	2,049	26,796	10.1	2,069
Personal service	28,998	18.5	1,884	21,670	13.9	1,831	—	—	—

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, Cleveland-Akron, OH, December 2004**

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	\$19.12	1.9	\$17.81	2.4	\$24.56	4.1
All excluding sales	19.08	1.9	17.65	2.3	24.57	4.2
White collar	23.69	2.2	22.10	2.4	28.46	5.0
1	9.54	9.2	—	—	9.86	10.0
2	10.40	7.1	9.95	5.7	12.76	24.4
3	13.00	3.8	12.47	4.4	14.62	7.5
4	14.09	3.2	13.75	3.5	15.74	7.7
5	19.21	6.7	18.97	8.2	20.12	8.4
6	18.61	1.7	18.69	1.5	18.20	6.9
7	25.16	7.3	24.30	8.6	27.47	12.2
8	25.87	3.6	25.00	5.1	27.84	2.9
9	30.49	4.1	27.23	3.1	35.15	5.7
10	36.23	9.5	35.97	11.9	36.91	13.8
11	37.84	3.8	38.31	4.2	36.45	8.1
12	48.09	3.9	49.19	4.1	42.11	8.1
13	55.69	5.2	—	—	—	—
Not able to be leveled	27.38	6.5	25.06	7.2	42.63	4.2
White collar excluding sales	24.23	2.4	22.55	2.5	28.50	5.1
1	9.99	7.7	—	—	9.86	10.0
2	11.67	7.9	11.31	4.8	12.76	24.4
3	13.42	2.9	13.03	3.3	14.45	7.6
4	14.45	3.2	14.13	3.5	15.74	7.7
5	17.58	4.2	16.50	3.2	20.12	8.4
6	18.31	1.8	18.34	1.7	18.14	7.0
7	23.69	6.7	22.05	5.1	27.47	12.2
8	25.44	3.6	24.01	5.7	28.15	2.0
9	30.46	4.4	26.84	3.5	35.15	5.7
10	36.25	9.5	36.00	11.9	36.91	13.8
11	37.84	3.8	38.31	4.2	36.45	8.1
12	48.09	3.9	49.19	4.1	42.11	8.1
13	55.69	5.2	—	—	—	—
Not able to be leveled	28.75	6.8	26.29	7.7	42.63	4.2
Professional specialty and technical	28.06	3.2	25.04	4.4	33.96	4.6
Professional specialty	30.23	3.1	27.05	4.1	34.62	5.0
5	20.19	11.9	—	—	20.34	12.2
6	18.79	9.2	17.38	6.0	—	—
7	24.67	14.3	19.72	2.9	31.47	16.2
8	26.53	2.7	23.32	5.3	30.55	7.3
9	30.76	5.2	25.40	3.4	36.14	5.7
10	33.91	8.3	33.25	7.6	35.01	17.8
11	33.45	3.3	34.46	2.3	29.39	13.1
12	44.99	4.0	46.10	3.2	—	—
13	53.34	8.7	—	—	—	—
Not able to be leveled	32.30	5.0	28.49	4.2	—	—
Engineers, architects, and surveyors	31.74	10.2	31.68	10.7	—	—
9	25.79	9.6	25.79	9.6	—	—
11	36.22	5.6	36.22	5.6	—	—
Industrial engineers	24.83	15.6	24.83	15.6	—	—
Engineers, n.e.c.	36.84	8.4	36.84	8.4	—	—
9	29.58	4.6	29.58	4.6	—	—
Mathematical and computer scientists	30.61	3.9	30.51	4.0	—	—
9	29.91	12.0	29.91	12.0	—	—
11	32.38	4.4	—	—	—	—
Not able to be leveled	30.92	5.1	30.92	5.1	—	—
Computer systems analysts and scientists	30.72	4.3	30.60	4.4	—	—
11	32.38	4.4	—	—	—	—
Natural scientists	27.19	11.1	—	—	—	—
Health related	26.59	2.4	24.34	2.0	39.88	7.8
7	19.58	2.1	19.58	2.1	—	—
8	22.45	8.1	22.65	9.1	—	—
9	25.16	1.0	25.04	1.1	26.29	.4
Not able to be leveled	52.22	17.6	—	—	—	—
Physicians	56.90	16.7	—	—	—	—
Registered nurses	25.08	1.0	24.82	.5	27.12	7.5

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, Cleveland-Akron, OH, December 2004** — 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						
Health related —Continued						
Registered nurses —Continued						
8	\$23.76	1.9	\$24.24	0.2	—	—
9	25.09	1.0	24.96	1.2	\$26.29	0.4
Respiratory therapists	22.08	3.4	22.08	3.4	—	—
Teachers, college and university	42.59	6.5	—	—	43.04	7.2
9	37.61	13.6	—	—	37.61	13.6
Other post-secondary teachers	47.67	3.7	—	—	47.67	3.7
Teachers, except college and university	35.25	4.7	25.54	8.2	36.81	5.0
7	36.01	9.5	—	—	36.48	9.6
9	36.96	4.7	—	—	38.56	4.3
Prekindergarten and kindergarten	30.77	13.4	—	—	—	—
9	38.99	3.9	—	—	—	—
Elementary school teachers	37.91	2.8	—	—	40.06	.6
9	37.73	4.2	—	—	—	—
Secondary school teachers	35.68	5.0	26.78	4.5	—	—
9	35.68	6.2	26.78	4.5	—	—
Teachers, n.e.c.	36.04	5.3	—	—	36.05	5.3
9	36.20	6.4	—	—	36.22	6.4
Librarians, archivists, and curators	27.41	15.3	—	—	27.96	15.1
11	26.13	1.9	—	—	26.13	1.9
Librarians	27.65	15.0	—	—	28.21	14.8
11	26.13	1.9	—	—	26.13	1.9
Social scientists and urban planners	—	—	—	—	—	—
Social, recreation, and religious workers	20.31	4.6	17.41	6.1	22.43	2.9
7	19.55	6.9	—	—	—	—
9	21.55	9.5	—	—	—	—
Social workers	20.31	4.6	17.41	6.1	22.43	2.9
7	19.55	6.9	—	—	—	—
9	21.55	9.5	—	—	—	—
Lawyers and judges	37.40	17.8	—	—	—	—
Lawyers	37.40	17.8	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	20.84	6.9	20.82	7.0	—	—
Not able to be leveled	20.96	10.4	20.96	10.4	—	—
Professional, n.e.c.	17.70	10.0	—	—	—	—
Technical	21.07	6.4	20.94	7.0	22.57	9.4
4	14.12	7.3	14.12	7.3	—	—
5	17.02	4.3	17.09	4.3	—	—
6	19.00	3.1	18.96	3.3	—	—
7	21.22	5.5	21.32	6.3	20.65	5.4
8	26.20	13.0	26.95	14.3	—	—
9	36.17	8.8	36.71	8.5	—	—
Not able to be leveled	17.62	17.6	14.88	10.8	—	—
Radiological technicians	19.77	5.5	—	—	—	—
Licensed practical nurses	18.27	2.1	17.92	1.4	—	—
6	18.87	1.6	—	—	—	—
Engineering technicians, n.e.c.	17.42	11.6	17.42	11.6	—	—
Drafters	18.80	7.4	18.80	7.4	—	—
Chemical technicians	25.19	21.2	25.19	21.2	—	—
Computer programmers	23.03	15.8	—	—	—	—
9	27.86	5.8	—	—	—	—
Technical and related, n.e.c.	17.02	8.3	15.66	9.5	20.07	10.9
7	19.08	3.4	—	—	—	—
Executive, administrative, and managerial	32.12	5.2	32.53	6.5	30.83	7.3
6	18.10	5.3	18.85	3.5	—	—
7	26.13	7.0	26.96	8.7	24.53	6.4
8	22.43	3.6	—	—	—	—
9	27.54	3.4	28.38	3.7	24.54	3.4
10	33.92	7.9	—	—	—	—

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, Cleveland-Akron, OH, December 2004** — 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						
Executive, administrative, and managerial —Continued						
11	\$46.02	3.4	\$47.26	4.3	—	—
12	53.17	5.4	—	—	—	—
Not able to be leveled	36.42	11.9	35.94	15.9	\$37.83	6.3
Executives, administrators, and managers	36.46	5.8	37.30	7.0	34.03	9.1
9	27.70	4.4	28.66	4.5	—	—
11	46.02	3.4	47.26	4.3	—	—
12	54.06	5.7	—	—	—	—
Not able to be leveled	37.61	12.3	37.52	17.0	37.83	6.3
Administrators and officials, public administration	31.69	29.4	—	—	31.69	29.4
Financial managers	42.68	9.4	42.70	9.4	—	—
Not able to be leveled	47.99	25.4	47.99	25.4	—	—
Administrators, education and related fields	41.75	9.6	—	—	48.41	6.0
Managers and administrators, n.e.c.	34.34	11.2	35.34	12.4	—	—
11	48.40	6.2	48.40	6.2	—	—
Not able to be leveled	32.44	18.8	33.61	21.6	—	—
Management related	24.07	6.0	24.13	7.6	23.87	4.3
6	19.18	3.8	—	—	—	—
7	26.22	9.3	27.70	11.2	23.73	8.0
8	22.38	3.7	—	—	—	—
9	27.24	3.5	27.83	3.8	—	—
Accountants and auditors	23.59	4.0	23.58	4.4	—	—
Other financial officers	22.11	6.4	19.80	8.1	—	—
Personnel, training, and labor relations specialists	27.12	9.8	29.58	17.2	—	—
Management related, n.e.c.	26.08	6.5	—	—	—	—
Sales	19.74	9.2	19.74	9.3	—	—
2	8.09	2.9	8.09	2.9	—	—
4	11.44	2.2	11.44	2.2	—	—
5	22.81	13.0	22.81	13.0	—	—
8	28.54	7.6	—	—	—	—
Not able to be leveled	17.70	22.6	17.70	22.6	—	—
Supervisors, sales	23.56	19.8	23.74	20.8	—	—
Sales, other business services	21.35	15.5	21.35	15.5	—	—
Sales representatives, mining, manufacturing, and wholesale	26.63	9.1	26.63	9.1	—	—
Sales workers, other commodities	11.72	11.5	11.72	11.5	—	—
Cashiers	9.05	7.8	8.71	7.0	—	—
2	8.25	3.1	8.25	3.1	—	—
3	12.55	16.4	—	—	—	—
Administrative support, including clerical	14.73	2.2	14.50	2.5	15.55	3.8
1	9.99	7.7	—	—	9.86	10.0
2	11.67	7.9	11.31	4.8	12.76	24.4
3	13.42	2.9	13.03	3.3	14.45	7.6
4	14.49	3.4	14.14	3.8	15.74	7.7
5	16.67	4.4	15.85	4.4	19.87	3.4
6	17.65	2.7	17.85	3.9	17.12	1.6
7	22.15	7.8	22.39	9.8	—	—
Not able to be leveled	13.74	7.8	13.74	7.8	—	—
Secretaries	15.89	2.7	15.75	1.7	16.33	10.1
4	14.72	2.8	14.67	3.5	14.87	4.8
5	16.83	2.7	17.09	2.2	—	—
6	17.50	4.4	17.65	4.5	—	—
7	21.39	5.1	—	—	—	—
Interviewers	12.29	4.7	12.29	4.7	—	—
Receptionists	13.14	7.7	12.62	7.4	—	—
3	13.97	6.0	13.40	5.3	—	—
Information clerks, n.e.c.	14.05	6.1	—	—	—	—
Library clerks	12.35	8.6	—	—	12.36	8.6
1	7.07	4.2	—	—	7.07	4.2
4	14.68	25.0	—	—	14.68	25.0

See footnotes at end of table.

Table 4-1. **Selected occupations¹ and levels,² all workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Cleveland-Akron, OH, December 2004** — 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						
Records clerks, n.e.c.	\$12.38	6.1	\$12.30	6.3	—	—
Bookkeepers, accounting and auditing clerks	15.39	7.2	15.70	7.9	—	—
Payroll and timekeeping clerks	15.91	12.2	—	—	—	—
Billing clerks	12.24	4.9	12.24	4.9	—	—
Dispatchers	12.50	31.8	—	—	—	—
Traffic, shipping and receiving clerks	13.61	5.7	13.61	5.7	—	—
Stock and inventory clerks	15.01	18.3	15.01	18.3	—	—
General office clerks	14.44	8.7	13.11	14.6	\$16.80	7.2
2	9.75	2.2	9.71	2.4	—	—
3	12.33	2.7	—	—	—	—
4	14.89	9.1	—	—	—	—
Teachers' aides	14.07	13.9	—	—	14.45	12.8
Administrative support, n.e.c.	15.12	7.0	15.11	11.0	—	—
Blue collar						
1	17.03	4.9	16.86	5.4	18.94	2.2
1	10.44	4.3	10.31	4.4	—	—
2	11.25	13.0	10.64	12.9	—	—
3	17.46	5.4	17.55	6.0	16.49	2.7
4	18.76	4.2	18.81	4.4	17.95	4.6
5	16.43	3.1	15.99	2.8	19.47	4.7
6	20.42	4.9	20.26	5.6	21.45	3.8
7	23.50	3.6	24.07	4.5	20.08	.8
8	25.44	14.1	25.44	14.1	—	—
Not able to be leveled	15.22	18.3	15.22	18.3	—	—
Precision production, craft, and repair						
4	21.75	2.4	22.17	2.9	19.06	3.1
4	18.06	16.4	18.58	16.9	—	—
5	15.45	4.2	15.06	4.2	17.31	4.9
6	21.46	5.1	21.52	6.5	21.25	3.7
7	23.82	4.0	24.59	5.1	19.40	4.2
8	25.44	14.1	25.44	14.1	—	—
Not able to be leveled	22.59	5.8	22.59	5.8	—	—
Bus, truck, and stationary engine mechanics	21.02	7.0	—	—	—	—
Industrial machinery repairers	23.67	12.9	23.67	12.9	—	—
7	28.46	4.6	28.46	4.6	—	—
Millwrights	30.10	.2	30.10	.2	—	—
7	30.10	.2	30.10	.2	—	—
Mechanics and repairers, n.e.c.	20.31	4.0	20.46	5.9	—	—
Electricians	26.97	4.8	27.61	4.5	—	—
7	27.06	5.8	27.86	5.4	—	—
Painters, construction and maintenance	20.57	23.7	—	—	—	—
Plumbers, pipefitters and steamfitters	24.29	9.5	26.03	8.8	—	—
7	23.20	9.4	25.31	10.4	—	—
Supervisors, production	20.55	5.7	20.55	5.7	—	—
Tool and die makers	28.13	3.6	28.13	3.6	—	—
7	28.13	3.6	28.13	3.6	—	—
Machine operators, assemblers, and inspectors						
1	15.94	5.3	15.91	5.3	—	—
1	11.28	8.2	11.28	8.2	—	—
2	11.59	6.5	11.59	6.5	—	—
3	17.99	8.5	17.99	8.5	—	—
4	19.45	5.8	19.45	5.8	—	—
5	15.95	4.0	15.95	4.0	—	—
6	16.65	5.8	16.08	3.7	—	—
Not able to be leveled	12.97	21.5	12.97	21.5	—	—
Grinding, abrading, buffing, and polishing machine operators	15.34	6.5	15.34	6.5	—	—
Numerical control machine operators	18.67	5.8	18.67	5.8	—	—
Fabricating machine operators, n.e.c.	20.57	8.4	20.57	8.4	—	—
Molding and casting machine operators	13.21	21.2	13.21	21.2	—	—
Miscellaneous machine operators, n.e.c.	14.14	14.4	13.77	14.4	—	—
Welders and cutters	18.17	9.6	18.17	9.6	—	—

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, Cleveland-Akron, OH, December 2004** — 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						
Assemblers	\$14.85	11.2	\$14.85	11.2	—	—
Transportation and material moving	19.62	6.3	19.86	9.3	\$19.13	1.5
2	17.31	6.5	—	—	—	—
3	18.04	4.3	—	—	—	—
4	18.42	7.7	18.45	8.8	—	—
5	22.43	6.0	23.22	4.0	21.93	9.6
7	25.60	2.1	—	—	—	—
Truck drivers	22.25	3.8	22.71	4.0	—	—
4	21.15	8.4	21.15	8.4	—	—
5	23.15	5.9	—	—	—	—
Bus drivers	17.94	2.4	—	—	18.18	2.2
Industrial truck and tractor equipment operators ..	16.88	17.6	16.88	17.6	—	—
Handlers, equipment cleaners, helpers, and laborers	11.66	8.6	11.43	8.7	17.09	1.7
1	10.00	6.1	9.81	6.3	—	—
3	16.15	9.6	16.07	10.8	—	—
Not able to be leveled	11.80	10.6	11.80	10.6	—	—
Production helpers	13.94	8.0	13.94	8.0	—	—
Stock handlers and baggers	11.49	5.7	11.49	5.7	—	—
1	10.06	9.9	10.06	9.9	—	—
Machine feeders and offbearers	10.49	13.8	10.49	13.8	—	—
Freight, stock, and material handlers, n.e.c.	13.28	9.3	13.28	9.3	—	—
1	11.19	11.2	11.19	11.2	—	—
Hand packers and packagers	11.15	23.2	11.15	23.2	—	—
Laborers, except construction, n.e.c.	10.89	11.2	9.53	9.9	—	—
1	8.13	14.9	6.30	3.3	—	—
Service	10.80	3.5	8.85	2.9	17.15	6.6
1	7.81	3.5	7.35	4.3	10.91	7.1
2	8.05	8.2	7.44	9.3	12.97	6.2
3	10.35	7.9	9.75	7.1	13.84	2.2
4	13.29	8.0	11.63	5.9	15.51	8.5
5	15.73	5.4	14.67	5.5	16.81	7.6
6	19.17	11.8	—	—	—	—
7	21.40	2.6	—	—	21.77	2.7
8	24.05	4.7	—	—	—	—
Not able to be leveled	12.10	18.8	9.67	5.9	—	—
Protective service	14.30	12.4	8.89	7.3	20.30	8.2
4	12.24	11.6	—	—	—	—
5	14.79	6.1	—	—	—	—
7	21.31	2.7	—	—	21.64	2.7
Firefighting	18.58	6.2	—	—	18.58	6.2
Police and detectives, public service	23.99	1.8	—	—	23.99	1.8
7	23.52	5.4	—	—	23.52	5.4
Guards and police, except public service	8.53	10.5	8.41	10.2	—	—
Food service	8.00	3.8	7.69	3.6	12.10	4.0
1	6.94	4.1	6.78	4.2	10.33	6.0
2	6.23	15.0	5.90	15.4	—	—
3	9.30	.8	9.30	.8	—	—
4	10.45	6.3	9.47	4.0	—	—
Waiters, waitresses, and bartenders	5.26	27.7	5.26	27.7	—	—
1	4.92	8.7	4.92	8.7	—	—
2	4.63	38.3	4.63	38.3	—	—
Bartenders	6.87	25.2	6.87	25.2	—	—
2	5.31	.0	5.31	.0	—	—
Waiters and waitresses	4.85	33.7	4.85	33.7	—	—
2	4.48	45.8	4.48	45.8	—	—
Waiters'/Waitresses' assistants	5.98	27.7	5.98	27.7	—	—
Other food service	9.46	5.2	9.14	6.5	12.10	4.0
1	7.34	4.1	7.16	4.2	10.33	6.0

See footnotes at end of table.

Table 4-1. **Selected occupations¹ and levels,² all workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Cleveland-Akron, OH, December 2004** — Continued

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Service —Continued						
Food service—Continued						
Other food service—Continued						
2	\$8.89	15.6	\$8.40	19.4	—	—
3	9.45	.8	9.45	.8	—	—
4	10.45	6.3	9.47	4.0	—	—
Supervisors, food preparation and service	17.90	4.8	—	—	—	—
Cooks	11.22	9.2	10.85	10.7	—	—
3	9.47	1.5	9.47	1.5	—	—
Food counter, fountain, and related	7.05	1.5	7.06	1.5	—	—
1	6.48	9.3	—	—	—	—
Kitchen workers, food preparation	6.95	22.0	6.81	22.7	—	—
2	7.05	28.7	—	—	—	—
Food preparation, n.e.c.	8.49	4.2	8.15	2.5	\$11.45	6.2
1	7.69	5.3	7.50	3.6	—	—
2	10.14	7.4	9.47	9.3	—	—
Health service	11.20	2.4	10.52	1.0	15.14	11.2
2	10.09	1.4	10.09	1.4	—	—
3	10.67	2.1	10.70	2.2	—	—
4	12.19	3.9	—	—	—	—
Health aides, except nursing	12.67	4.8	10.84	3.3	15.26	5.8
Nursing aides, orderlies and attendants	10.71	2.8	10.45	.7	—	—
2	10.22	2.0	10.22	2.0	—	—
3	10.55	2.2	10.62	2.4	—	—
Cleaning and building service	10.88	3.4	10.11	4.7	12.85	4.1
1	9.85	10.4	9.41	11.5	—	—
2	11.15	12.1	—	—	13.41	8.9
3	12.11	8.1	11.75	11.4	—	—
Maids and housemen	9.56	3.5	9.56	3.5	—	—
Janitors and cleaners	11.02	3.6	10.15	5.4	12.85	4.1
1	9.92	11.3	—	—	—	—
2	11.25	13.0	—	—	13.41	8.9
3	13.67	5.4	14.28	6.7	—	—
Personal service	12.30	14.2	9.26	6.9	18.23	17.2
1	7.15	10.9	—	—	—	—
2	6.82	7.8	6.81	7.9	—	—
3	11.53	8.9	10.92	8.8	—	—
4	21.10	8.9	—	—	—	—
Child care workers, n.e.c.	17.23	15.5	—	—	—	—
Service, n.e.c.	8.20	9.6	7.77	11.0	—	—
2	6.49	10.2	6.49	10.2	—	—

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 four factors, including knowledge, job controls and complexity, contacts, and physical environment. The knowledge factor is tailored to 24 families of closely related jobs. Points are assigned based on the occupation's rank within each factor. The points are summed to determine the overall level of the occupation. See appendix A for more information.

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, Cleveland-Akron, OH, December 2004

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	\$20.28	1.9	\$18.98	2.3	\$25.44	4.3
All excluding sales	20.16	1.7	18.73	2.0	25.45	4.3
White collar	24.42	2.3	22.77	2.5	29.29	4.9
2	11.79	8.2	11.10	6.0	14.50	22.1
3	13.26	3.6	12.70	4.5	14.72	7.8
4	14.26	3.1	13.91	3.3	15.82	7.8
5	19.19	7.1	19.25	8.4	18.90	4.7
6	18.71	1.9	18.79	1.8	18.31	7.0
7	25.31	7.7	24.30	9.1	27.92	12.6
8	25.91	3.7	25.05	5.3	27.79	2.9
9	30.83	4.1	27.30	3.3	35.73	4.6
10	36.57	9.9	35.97	11.9	38.39	14.5
11	38.47	3.5	38.31	4.2	39.01	6.0
12	48.09	3.9	49.19	4.1	42.11	8.1
13	54.91	6.6	—	—	—	—
Not able to be leveled	27.61	7.0	25.19	7.9	43.07	5.2
White collar excluding sales	24.66	2.3	22.83	2.5	29.34	4.9
2	12.30	8.6	11.64	6.1	14.50	22.1
3	13.54	3.3	13.11	3.8	14.55	7.8
4	14.54	3.0	14.22	3.2	15.82	7.8
5	17.18	2.9	16.60	3.6	18.90	4.7
6	18.39	2.0	18.42	1.9	18.25	7.1
7	23.77	7.3	21.92	5.8	27.92	12.6
8	25.46	3.7	24.01	6.0	28.11	2.0
9	30.81	4.3	26.88	3.8	35.73	4.6
10	36.59	9.9	36.00	11.9	38.39	14.5
11	38.47	3.5	38.31	4.2	39.01	6.0
12	48.09	3.9	49.19	4.1	42.11	8.1
13	54.91	6.6	—	—	—	—
Not able to be leveled	28.95	7.3	26.37	8.2	43.07	5.2
Professional specialty and technical	28.52	3.4	25.22	4.8	35.01	3.7
Professional specialty	30.75	3.0	27.17	4.4	35.77	4.2
6	18.74	9.9	17.19	6.7	—	—
7	24.87	15.8	19.11	2.4	32.17	16.9
8	26.56	2.9	23.12	6.0	30.58	7.7
9	31.28	5.2	25.37	3.8	36.84	4.5
10	34.36	8.7	33.25	7.6	—	—
11	34.26	2.5	34.46	2.3	33.22	10.7
12	44.99	4.0	46.10	3.2	—	—
Not able to be leveled	32.73	5.4	28.64	4.5	—	—
Engineers, architects, and surveyors	31.74	10.2	31.68	10.7	—	—
9	25.79	9.6	25.79	9.6	—	—
11	36.22	5.6	36.22	5.6	—	—
Industrial engineers	24.83	15.6	24.83	15.6	—	—
Engineers, n.e.c.	36.84	8.4	36.84	8.4	—	—
9	29.58	4.6	29.58	4.6	—	—
Mathematical and computer scientists	30.85	3.9	30.75	4.0	—	—
9	29.91	12.0	29.91	12.0	—	—
11	32.38	4.4	—	—	—	—
Computer systems analysts and scientists	30.72	4.3	30.60	4.4	—	—
11	32.38	4.4	—	—	—	—
Natural scientists	—	—	—	—	—	—
Health related	26.79	2.6	23.92	2.6	41.52	7.7
8	21.95	9.8	—	—	—	—
9	24.95	1.3	24.79	1.4	—	—
Not able to be leveled	52.22	17.6	—	—	—	—
Registered nurses	25.03	1.3	24.72	.5	27.31	8.4
9	24.95	1.3	24.79	1.4	—	—
Teachers, college and university	43.95	4.8	—	—	44.87	4.2
Other post-secondary teachers	47.99	3.2	—	—	47.99	3.2
Teachers, except college and university	36.41	2.9	—	—	38.36	2.5
7	36.54	11.5	—	—	37.41	10.1
9	37.49	3.3	—	—	39.22	2.3
Prekindergarten and kindergarten	30.77	13.4	—	—	—	—

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, Cleveland-Akron, OH, December 2004 — 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						
Prekindergarten and kindergarten —Continued						
9	\$38.99	3.9	—	—	—	—
Elementary school teachers	37.89	2.8	—	—	\$40.06	0.6
9	37.82	4.0	—	—	—	—
Secondary school teachers	35.81	5.3	\$26.78	4.5	—	—
9	35.68	6.2	26.78	4.5	—	—
Teachers, n.e.c.	38.09	2.2	—	—	38.09	2.2
9	37.77	3.3	—	—	37.77	3.3
Librarians, archivists, and curators	29.09	14.6	—	—	29.80	14.1
11	26.13	1.9	—	—	26.13	1.9
Librarians	29.09	14.6	—	—	29.80	14.1
11	26.13	1.9	—	—	26.13	1.9
Social scientists and urban planners	—	—	—	—	—	—
Social, recreation, and religious workers	20.30	4.7	17.30	6.9	22.43	2.9
7	19.55	6.9	—	—	—	—
9	21.55	9.5	—	—	—	—
Social workers	20.30	4.7	17.30	6.9	22.43	2.9
7	19.55	6.9	—	—	—	—
9	21.55	9.5	—	—	—	—
Lawyers and judges	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	20.84	6.9	20.82	7.0	—	—
Not able to be leveled	20.96	10.4	20.96	10.4	—	—
Professional, n.e.c.	17.70	10.0	—	—	—	—
Technical	21.39	7.0	21.26	7.7	22.88	9.5
4	14.11	7.5	14.11	7.5	—	—
5	17.50	4.8	17.59	4.8	—	—
6	19.12	3.5	19.07	3.8	—	—
7	21.27	5.6	21.30	6.4	—	—
8	26.51	13.5	27.40	14.8	—	—
9	36.17	8.8	36.71	8.5	—	—
Not able to be leveled	17.35	18.9	14.37	11.9	—	—
Licensed practical nurses	18.95	2.3	18.52	1.4	—	—
5	16.83	.8	16.83	.8	—	—
Engineering technicians, n.e.c.	17.42	11.6	17.42	11.6	—	—
Drafters	18.80	7.4	18.80	7.4	—	—
Chemical technicians	25.19	21.2	25.19	21.2	—	—
Computer programmers	23.03	15.8	—	—	—	—
9	27.86	5.8	—	—	—	—
Technical and related, n.e.c.	17.12	8.4	15.67	9.5	20.62	9.5
Executive, administrative, and managerial	32.09	5.3	32.48	6.6	30.88	7.3
6	18.10	5.3	18.85	3.5	—	—
7	26.20	7.0	26.96	8.7	24.70	6.8
8	22.43	3.6	—	—	—	—
9	27.34	3.9	28.13	4.3	24.54	3.4
10	33.92	7.9	—	—	—	—
11	46.02	3.4	47.26	4.3	—	—
12	53.17	5.4	—	—	—	—
Not able to be leveled	36.50	12.3	36.03	16.6	37.83	6.3
Executives, administrators, and managers	36.50	5.8	37.37	7.2	34.03	9.1
9	27.70	4.4	28.66	4.5	—	—
11	46.02	3.4	47.26	4.3	—	—
12	54.06	5.7	—	—	—	—
Not able to be leveled	37.74	12.8	37.71	17.8	37.83	6.3
Administrators and officials, public administration	31.69	29.4	—	—	31.69	29.4
Financial managers	42.78	9.7	42.80	9.8	—	—
Not able to be leveled	49.02	27.9	49.02	27.9	—	—
Administrators, education and related fields	42.73	9.0	—	—	48.41	6.0
Managers and administrators, n.e.c.	34.34	11.2	35.34	12.4	—	—

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, Cleveland-Akron, OH, December 2004** — 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						
Executive, administrative, and managerial —Continued						
Executives, administrators, and managers —Continued						
Managers and administrators, n.e.c. —Continued						
11	\$48.40	6.2	\$48.40	6.2	—	—
Not able to be leveled	32.44	18.8	33.61	21.6	—	—
Management related	23.92	5.9	23.92	7.5	\$23.93	4.4
6	19.18	3.8	—	—	—	—
7	26.32	9.3	27.70	11.2	23.91	8.3
8	22.38	3.7	—	—	—	—
9	26.60	5.2	27.02	6.4	—	—
Accountants and auditors	23.59	4.0	23.58	4.4	—	—
Other financial officers	22.11	6.4	19.80	8.1	—	—
Personnel, training, and labor relations specialists	27.34	10.1	29.58	17.2	—	—
Management related, n.e.c.	25.21	5.9	—	—	—	—
Sales	22.40	7.4	22.42	7.5	—	—
3	10.84	13.4	—	—	—	—
5	23.18	12.5	23.18	12.5	—	—
8	28.54	7.6	—	—	—	—
Not able to be leveled	18.09	22.9	18.09	22.9	—	—
Supervisors, sales	23.56	19.8	23.74	20.8	—	—
Sales representatives, mining, manufacturing, and wholesale	26.63	9.1	26.63	9.1	—	—
Sales workers, other commodities	12.66	15.1	12.66	15.1	—	—
Administrative support, including clerical	15.01	2.1	14.68	2.5	16.16	3.9
2	12.30	8.6	11.64	6.1	14.50	22.1
3	13.54	3.3	13.11	3.8	14.55	7.8
4	14.59	3.2	14.23	3.6	15.82	7.8
5	16.69	4.5	15.86	4.5	19.93	3.5
6	17.81	2.9	18.07	4.5	17.19	1.5
7	22.01	8.1	22.24	10.5	—	—
Not able to be leveled	13.89	8.1	13.89	8.1	—	—
Secretaries	15.81	2.9	15.62	1.9	16.36	10.1
4	14.74	2.9	14.69	3.5	14.87	4.8
5	16.88	2.8	17.15	2.2	—	—
6	18.31	4.7	—	—	—	—
7	20.66	7.3	—	—	—	—
Receptionists	13.28	8.1	12.73	8.1	—	—
3	13.97	6.0	13.40	5.3	—	—
Information clerks, n.e.c.	14.05	6.1	—	—	—	—
Library clerks	14.72	10.1	—	—	14.72	10.1
Records clerks, n.e.c.	12.39	6.2	12.30	6.3	—	—
Bookkeepers, accounting and auditing clerks	15.47	7.4	15.70	7.9	—	—
Payroll and timekeeping clerks	15.91	12.2	—	—	—	—
Traffic, shipping and receiving clerks	13.61	5.7	13.61	5.7	—	—
General office clerks	15.72	9.3	14.69	17.2	16.91	7.6
4	15.89	9.1	—	—	—	—
Administrative support, n.e.c.	16.27	7.3	16.04	11.5	—	—
Blue collar	17.39	4.8	17.24	5.3	19.14	2.2
1	10.89	5.5	10.73	5.7	—	—
2	11.25	13.2	10.66	13.0	—	—
3	17.65	5.8	17.73	6.3	16.55	3.8
4	18.77	4.2	18.81	4.4	—	—
5	16.64	2.9	16.22	2.6	19.59	4.8
6	20.50	4.9	20.35	5.6	21.45	3.8
7	23.50	3.6	24.07	4.5	20.08	.8
8	25.44	14.1	25.44	14.1	—	—
Not able to be leveled	15.37	18.2	15.37	18.2	—	—

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, Cleveland-Akron, OH, December 2004 — 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	\$21.80	2.4	\$22.23	3.0	\$19.06	3.1
4	18.06	16.4	18.58	16.9	—	—
5	15.45	4.2	15.06	4.2	17.31	4.9
6	21.46	5.1	21.52	6.5	21.25	3.7
7	23.82	4.0	24.59	5.1	19.40	4.2
8	25.44	14.1	25.44	14.1	—	—
Not able to be leveled	23.39	2.8	23.39	2.8	—	—
Bus, truck, and stationary engine mechanics	21.02	7.0	—	—	—	—
Industrial machinery repairers	23.67	12.9	23.67	12.9	—	—
7	28.46	4.6	28.46	4.6	—	—
Millwrights	30.10	.2	30.10	.2	—	—
7	30.10	.2	30.10	.2	—	—
Mechanics and repairers, n.e.c.	20.31	4.0	20.46	5.9	—	—
Electricians	26.97	4.8	27.61	4.5	—	—
7	27.06	5.8	27.86	5.4	—	—
Painters, construction and maintenance	20.57	23.7	—	—	—	—
Plumbers, pipefitters and steamfitters	24.29	9.5	26.03	8.8	—	—
7	23.20	9.4	25.31	10.4	—	—
Supervisors, production	20.55	5.7	20.55	5.7	—	—
Tool and die makers	28.13	3.6	28.13	3.6	—	—
7	28.13	3.6	28.13	3.6	—	—
Machine operators, assemblers, and inspectors	16.07	4.8	16.04	4.8	—	—
2	11.72	6.3	11.72	6.3	—	—
3	17.99	8.5	17.99	8.5	—	—
4	19.45	5.8	19.45	5.8	—	—
5	16.41	3.2	16.41	3.2	—	—
6	16.65	5.8	16.08	3.7	—	—
Not able to be leveled	13.05	21.2	13.05	21.2	—	—
Grinding, abrading, buffing, and polishing machine operators	15.34	6.5	15.34	6.5	—	—
Numerical control machine operators	18.67	5.8	18.67	5.8	—	—
Fabricating machine operators, n.e.c.	20.57	8.4	20.57	8.4	—	—
Miscellaneous machine operators, n.e.c.	14.14	14.4	13.77	14.4	—	—
Welders and cutters	18.17	9.6	18.17	9.6	—	—
Assemblers	14.97	11.0	14.97	11.0	—	—
Transportation and material moving	19.89	6.7	19.94	9.4	19.77	1.8
3	18.75	4.9	—	—	—	—
4	18.46	7.9	18.45	8.8	—	—
5	22.75	5.8	23.22	4.0	—	—
7	25.60	2.1	—	—	—	—
Truck drivers	22.34	3.8	22.71	4.0	—	—
4	21.15	8.4	21.15	8.4	—	—
Industrial truck and tractor equipment operators ..	16.88	17.6	16.88	17.6	—	—
Handlers, equipment cleaners, helpers, and laborers	12.07	10.5	11.82	10.6	17.09	1.7
1	10.52	8.6	10.25	9.7	—	—
3	16.68	9.2	16.65	10.5	—	—
Not able to be leveled	11.80	10.6	11.80	10.6	—	—
Production helpers	13.94	8.0	13.94	8.0	—	—
Stock handlers and baggers	12.77	8.7	12.77	8.7	—	—
Machine feeders and offbearers	10.49	13.8	10.49	13.8	—	—
Freight, stock, and material handlers, n.e.c.	15.23	8.6	15.23	8.6	—	—
1	12.11	22.3	12.11	22.3	—	—
Laborers, except construction, n.e.c.	11.82	12.2	10.33	11.2	—	—
1	9.10	19.9	—	—	—	—
Service	12.56	3.9	10.32	2.6	17.94	7.0
1	9.69	5.6	9.24	6.2	11.51	5.6
2	9.55	5.1	9.07	5.9	13.22	14.8
3	10.51	8.8	9.90	7.8	13.72	4.0
4	13.70	9.5	12.05	10.2	15.69	8.5

See footnotes at end of table.

Table 4-2. **Selected occupations¹ and levels,² full-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Cleveland-Akron, OH, December 2004 — 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						
5	\$15.69	5.8	\$14.67	5.5	\$16.92	8.8
6	19.17	11.8	—	—	—	—
7	21.49	2.5	—	—	21.88	2.5
Not able to be leveled	12.10	18.8	9.67	5.9	—	—
Protective service	14.68	10.8	9.16	6.4	20.37	8.8
4	12.25	11.6	—	—	—	—
5	14.64	5.9	—	—	—	—
7	21.39	2.6	—	—	21.75	2.4
Firefighting	18.57	6.3	—	—	18.57	6.3
Police and detectives, public service	24.26	2.4	—	—	24.26	2.4
Guards and police, except public service	8.77	9.6	8.64	9.5	—	—
Food service	10.80	2.0	10.63	2.0	—	—
1	8.95	3.2	8.75	3.1	—	—
2	8.70	16.0	8.32	16.9	—	—
3	9.48	1.7	9.48	1.7	—	—
Waiters, waitresses, and bartenders	7.33	33.1	7.33	33.1	—	—
2	6.98	36.0	6.98	36.0	—	—
Waiters and waitresses	7.42	39.6	7.42	39.6	—	—
Other food service	11.58	4.4	11.49	5.2	—	—
1	8.75	3.0	8.51	2.4	—	—
3	9.48	1.7	9.48	1.7	—	—
Supervisors, food preparation and service	17.90	4.8	—	—	—	—
Cooks	11.58	9.7	11.61	11.2	—	—
3	9.48	1.7	9.48	1.7	—	—
Food preparation, n.e.c.	9.35	3.5	8.92	4.8	—	—
1	8.68	3.9	—	—	—	—
Health service	11.20	2.7	10.50	1.2	15.41	12.7
2	10.12	1.4	10.12	1.4	—	—
3	10.58	2.0	10.66	2.1	—	—
Health aides, except nursing	12.70	5.7	10.89	3.9	—	—
Nursing aides, orderlies and attendants	10.70	3.1	10.41	1.0	—	—
2	10.22	2.0	10.22	2.0	—	—
3	10.47	1.9	10.56	2.1	—	—
Cleaning and building service	11.22	2.8	10.62	3.2	12.95	9.8
1	10.09	11.0	9.61	12.0	—	—
2	12.03	11.3	11.08	15.2	—	—
3	12.32	8.4	12.02	12.3	—	—
Maids and housemen	9.56	3.5	9.56	3.5	—	—
Janitors and cleaners	11.48	3.1	10.82	3.6	12.95	9.8
1	10.20	12.0	—	—	—	—
2	12.34	11.8	11.40	17.4	—	—
3	14.18	5.0	—	—	—	—
Personal service	15.39	17.9	11.84	16.2	—	—
4	21.42	9.8	—	—	—	—

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 four factors, including knowledge, job controls and complexity, contacts, and physical environment. The knowledge factor is tailored to 24 families of closely related jobs. Points are assigned based on the occupation's rank within each factor. The points are summed to determine the overall level of the occupation. See appendix A for more information.

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, Cleveland-Akron, OH, December 2004

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	\$10.76	5.4	\$9.77	5.8	\$16.20	9.5
All excluding sales	10.95	6.1	9.88	6.5	16.20	9.5
White collar	16.18	6.8	15.47	7.2	18.65	11.6
1	9.32	11.6	—	—	9.86	10.0
2	8.88	4.9	8.80	5.4	9.46	9.0
3	11.38	7.1	11.37	7.5	—	—
4	11.57	5.4	11.64	5.6	—	—
5	19.32	17.2	14.62	5.3	—	—
6	17.35	3.4	17.57	4.0	—	—
7	22.08	7.9	24.14	8.6	13.42	20.6
8	25.08	4.7	—	—	—	—
9	26.10	3.8	26.40	3.4	25.47	10.2
Not able to be leveled	21.48	16.6	22.13	16.9	—	—
White collar excluding sales	18.83	6.3	18.91	7.8	18.66	11.6
1	9.86	10.0	—	—	9.86	10.0
2	10.16	4.0	10.45	2.0	9.46	9.0
3	12.41	3.3	12.51	3.3	—	—
4	11.91	10.1	12.08	11.1	—	—
5	20.14	16.5	—	—	—	—
6	17.35	3.4	17.57	4.0	—	—
7	22.08	7.9	24.14	8.6	13.42	20.6
8	25.08	4.7	—	—	—	—
9	26.10	3.8	26.40	3.4	25.47	10.2
Not able to be leveled	23.52	15.8	24.38	15.9	—	—
Professional specialty and technical	23.06	3.5	23.00	3.4	23.16	7.8
Professional specialty	24.68	3.1	25.77	1.5	23.36	7.8
6	19.56	7.5	—	—	—	—
7	22.31	14.5	24.63	12.7	—	—
9	25.59	3.2	25.65	1.1	25.47	10.2
Mathematical and computer scientists	—	—	—	—	—	—
Natural scientists	—	—	—	—	—	—
Health related	25.82	2.7	25.79	2.9	—	—
9	25.77	1.1	25.73	1.2	—	—
Registered nurses	25.27	.7	25.19	.8	—	—
9	25.52	.9	25.45	.9	—	—
Teachers, college and university	—	—	—	—	—	—
Teachers, except college and university	23.84	5.9	37.55	23.8	23.17	7.0
9	24.19	1.8	—	—	—	—
Teachers, n.e.c.	21.90	7.8	—	—	—	—
Librarians, archivists, and curators	16.75	.0	—	—	16.75	.0
Social, recreation, and religious workers	—	—	—	—	—	—
Lawyers and judges	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	—	—	—	—	—	—
Technical	17.26	2.9	17.42	2.8	—	—
6	18.05	.8	18.18	.6	—	—
Executive, administrative, and managerial	—	—	—	—	—	—
Executives, administrators, and managers	—	—	—	—	—	—
Management related	—	—	—	—	—	—
Sales	8.91	4.6	8.90	4.6	—	—
2	8.03	2.9	8.03	2.9	—	—
Sales workers, other commodities	9.73	3.3	9.73	3.3	—	—
Cashiers	8.15	3.5	8.13	3.5	—	—
2	8.22	3.0	8.22	3.0	—	—
Administrative support, including clerical	11.88	4.1	12.52	4.8	9.89	5.0
1	9.86	10.0	—	—	9.86	10.0
2	10.16	4.0	10.45	2.0	9.46	9.0
3	12.41	3.3	12.51	3.3	—	—
4	11.52	11.6	11.67	12.7	—	—
Secretaries	17.04	9.8	17.15	10.0	—	—
Library clerks	9.55	2.4	—	—	9.55	2.5

See footnotes at end of table.

Table 4-3. **Selected occupations¹ and levels,² part-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Cleveland-Akron, OH, December 2004** — 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						
Library clerks —Continued						
1	\$7.07	4.2	—	—	\$7.07	4.2
General office clerks	10.11	5.2	\$10.18	5.4	—	—
Administrative support, n.e.c.	10.84	5.5	—	—	—	—
Blue collar	10.03	5.1	9.26	4.5	16.07	1.2
1	9.16	3.5	9.16	3.5	—	—
2	11.23	13.7	—	—	—	—
3	13.49	15.8	—	—	—	—
Precision production, craft, and repair	—	—	—	—	—	—
Machine operators, assemblers, and inspectors	8.33	.8	8.33	.8	—	—
Transportation and material moving	15.67	2.5	—	—	16.07	1.2
Bus drivers	15.63	2.9	—	—	16.07	1.4
Handlers, equipment cleaners, helpers, and laborers	9.39	5.0	9.39	5.0	—	—
1	9.17	3.5	9.17	3.5	—	—
Stock handlers and baggers	8.31	6.6	8.31	6.6	—	—
1	8.41	8.0	8.41	8.0	—	—
Service	7.12	7.7	6.37	5.4	12.89	9.5
1	6.43	2.5	6.14	3.7	9.80	5.5
2	6.34	14.6	5.59	12.7	—	—
3	9.74	7.6	9.23	5.8	—	—
4	10.29	9.7	—	—	—	—
Protective service	8.60	31.7	—	—	—	—
Food service	6.28	5.9	6.02	5.7	12.11	12.5
1	6.33	3.8	6.23	4.0	—	—
2	5.20	15.8	4.95	16.4	—	—
3	9.22	.7	9.22	.7	—	—
Waiters, waitresses, and bartenders	4.74	28.6	4.74	28.6	—	—
1	4.23	9.7	4.23	9.7	—	—
2	3.81	37.7	3.81	37.7	—	—
Bartenders	8.19	21.7	8.19	21.7	—	—
Waiters and waitresses	4.29	32.7	4.29	32.7	—	—
2	3.84	43.4	3.84	43.4	—	—
Waiters'/Waitresses' assistants	5.05	29.1	5.05	29.1	—	—
Other food service	7.54	7.9	7.15	9.4	12.11	12.5
1	6.84	3.9	6.73	4.1	—	—
2	7.85	20.8	7.42	24.0	—	—
Cooks	10.58	9.7	9.37	1.3	—	—
Food counter, fountain, and related	6.52	9.1	—	—	—	—
1	6.48	9.3	—	—	—	—
Kitchen workers, food preparation	5.48	15.6	—	—	—	—
Food preparation, n.e.c.	7.88	6.9	7.67	5.8	—	—
1	7.09	5.5	7.03	4.8	—	—
2	9.36	7.3	8.89	7.4	—	—
Health service	11.21	3.2	10.74	2.7	—	—
3	11.25	3.6	11.00	3.5	—	—
Nursing aides, orderlies and attendants	10.83	2.4	10.82	2.4	—	—
3	11.00	3.5	11.00	3.5	—	—
Cleaning and building service	9.53	18.5	—	—	—	—
Janitors and cleaners	9.53	18.5	—	—	—	—

See footnotes at end of table.

Table 4-3. **Selected occupations¹ and levels,² part-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Cleveland-Akron, OH, December 2004** — Continued

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Service —Continued						
Personal service	\$7.83	14.3	\$6.25	12.1	\$12.48	8.8
1	6.47	11.6	—	—	—	—
2	6.51	12.3	6.48	12.5	—	—
Service, n.e.c.	6.47	14.1	5.78	13.0	—	—

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 four factors, including knowledge, job controls and complexity, contacts, and physical environment. The knowledge factor is tailored to 24 families of closely related jobs. Points are assigned based on the occupation's rank within each factor. The points are summed to determine the overall level of the occupation. See appendix A for more information.

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, Cleveland-Akron, OH, December 2004**

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	\$20.28	\$10.76	\$22.96	\$17.81	\$19.08	\$20.39
All excluding sales	20.16	10.95	23.03	17.62	19.09	18.88
White collar	24.42	16.18	27.38	22.88	23.74	22.46
White-collar excluding sales	24.66	18.83	27.68	23.37	24.22	—
Professional specialty and technical	28.52	23.06	33.89	25.96	28.06	—
Professional specialty	30.75	24.68	34.71	28.19	30.23	—
Technical	21.39	17.26	26.49	20.40	21.07	—
Executive, administrative, and managerial	32.09	—	—	32.36	32.15	—
Sales	22.40	8.91	—	19.99	18.97	21.81
Administrative support, including clerical	15.01	11.88	15.99	14.43	14.75	—
Blue collar	17.39	10.03	22.24	13.97	17.02	17.36
Precision production, craft, and repair	21.80	—	25.41	19.12	21.75	—
Machine operators, assemblers, and inspectors	16.07	8.33	20.89	13.38	16.09	—
Transportation and material moving	19.89	15.67	21.34	15.22	18.87	—
Handlers, equipment cleaners, helpers, and laborers	12.07	9.39	19.10	9.73	11.66	—
Service	12.56	7.12	16.88	8.60	10.80	—
	Relative error ⁶ (percent)					
All occupations	1.9	5.4	3.2	2.5	1.9	14.2
All excluding sales	1.7	6.1	3.2	2.5	2.0	17.2
White collar	2.3	6.8	5.1	2.3	2.6	17.9
White-collar excluding sales	2.3	6.3	5.1	2.4	2.4	—
Professional specialty and technical	3.4	3.5	4.4	3.9	3.2	—
Professional specialty	3.0	3.1	4.3	3.7	3.1	—
Technical	7.0	2.9	18.6	6.5	6.4	—
Executive, administrative, and managerial	5.3	—	—	5.4	5.4	—
Sales	7.4	4.6	—	9.2	12.2	20.5
Administrative support, including clerical	2.1	4.1	6.2	2.5	2.1	—
Blue collar	4.8	5.1	4.5	6.4	5.1	18.1
Precision production, craft, and repair	2.4	—	3.2	4.6	2.4	—
Machine operators, assemblers, and inspectors	4.8	.8	10.5	5.5	5.4	—
Transportation and material moving	6.7	2.5	2.3	10.0	3.2	—
Handlers, equipment cleaners, helpers, and laborers	10.5	5.0	5.4	7.0	8.6	—
Service	3.9	7.7	5.7	3.0	3.5	—

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

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

³ 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, Cleveland-Akron, OH, December 2004

Occupational group	Full-time and part-time workers									
	All private industries	Goods-producing industries ³				Service-producing industries ⁴				
		Total	Mining	Construction	Manufacturing	Total	Transportation and public utilities	Wholesale and retail trade	Finance, insurance, and real estate	Services
	Mean									
All occupations	\$17.81	-	-	-	-	\$16.16	\$20.45	\$13.42	-	\$16.33
All excluding sales	17.65	-	-	-	-	15.94	20.31	12.94	-	16.07
White collar	22.10	-	-	-	-	20.74	22.49	17.51	-	21.97
White-collar excluding sales	22.55	-	-	-	-	21.32	22.07	20.45	-	21.84
Professional specialty and technical	25.04	-	-	-	-	24.54	-	-	-	24.05
Professional specialty	27.05	-	-	-	-	25.78	-	-	-	25.62
Technical	20.94	-	-	-	-	21.33	-	-	-	19.99
Executive, administrative, and managerial	32.53	-	-	-	-	29.16	-	23.60	-	32.16
Sales	19.74	-	-	-	-	18.21	-	14.89	-	23.97
Administrative support, including clerical	14.50	-	-	-	-	13.68	14.53	13.21	-	13.80
Blue collar	16.86	-	-	-	-	14.45	19.69	15.35	-	10.94
Precision production, craft, and repair	22.17	-	-	-	-	19.15	26.21	17.87	-	-
Machine operators, assemblers, and inspectors	15.91	-	-	-	-	11.91	-	-	-	-
Transportation and material moving	19.86	-	-	-	-	19.56	20.61	-	-	-
Handlers, equipment cleaners, helpers, and laborers	11.43	-	-	-	-	9.81	14.54	9.70	-	7.80
Service	8.85	-	-	-	-	8.67	-	7.09	-	9.28
	Relative error ⁵ (percent)									
All occupations	2.4	-	-	-	-	3.3	14.3	11.2	-	4.1
All excluding sales	2.3	-	-	-	-	3.1	13.9	13.8	-	2.4
White collar	2.4	-	-	-	-	2.4	22.4	5.6	-	3.4
White-collar excluding sales	2.5	-	-	-	-	3.0	22.6	6.4	-	3.6
Professional specialty and technical	4.4	-	-	-	-	4.9	-	-	-	6.2
Professional specialty	4.1	-	-	-	-	3.9	-	-	-	4.7
Technical	7.0	-	-	-	-	10.3	-	-	-	12.7
Executive, administrative, and managerial	6.5	-	-	-	-	8.4	-	17.6	-	4.8
Sales	9.3	-	-	-	-	10.5	-	9.3	-	19.3
Administrative support, including clerical	2.5	-	-	-	-	3.0	13.5	4.6	-	3.3
Blue collar	5.4	-	-	-	-	11.9	11.7	11.0	-	17.2
Precision production, craft, and repair	2.9	-	-	-	-	4.1	2.9	10.5	-	-
Machine operators, assemblers, and inspectors	5.3	-	-	-	-	17.9	-	-	-	-
Transportation and material moving	9.3	-	-	-	-	12.2	13.2	-	-	-
Handlers, equipment cleaners, helpers, and laborers	8.7	-	-	-	-	9.4	13.4	9.8	-	2.7
Service	2.9	-	-	-	-	2.8	-	3.0	-	2.0

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

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, Cleveland-Akron, OH, December 2004

Occupational group	Full-time and part-time workers				
	All private industry workers	50 - 99 workers ³	100 workers or more		
			Total	100 - 499 workers	500 workers or more
	Mean				
All occupations	\$17.81	\$15.99	\$18.50	\$16.99	\$20.62
All excluding sales	17.65	14.57	18.73	17.28	20.59
White collar	22.10	22.59	21.96	21.25	22.87
White-collar excluding sales	22.55	21.14	22.85	22.88	22.82
Professional specialty and technical	25.04	24.12	25.18	24.79	25.49
Professional specialty	27.05	27.70	26.95	27.77	26.31
Technical	20.94	16.84	21.58	18.94	23.80
Executive, administrative, and managerial	32.53	33.27	32.36	32.83	31.59
Sales	19.74	25.33	14.18	13.87	—
Administrative support, including clerical	14.50	13.73	14.72	14.93	14.46
Blue collar	16.86	14.08	18.23	14.93	23.98
Precision production, craft, and repair	22.17	18.36	24.12	21.17	27.82
Machine operators, assemblers, and inspectors	15.91	13.97	16.60	13.49	25.44
Transportation and material moving	19.86	—	22.04	15.97	23.48
Handlers, equipment cleaners, helpers, and laborers	11.43	10.24	12.39	11.33	14.53
Service	8.85	7.15	9.54	9.37	9.75
	Relative error ⁴ (percent)				
All occupations	2.4	8.1	1.5	3.2	3.7
All excluding sales	2.3	6.8	1.7	3.4	3.7
White collar	2.4	4.5	2.4	4.1	3.5
White-collar excluding sales	2.5	5.7	2.9	5.0	3.4
Professional specialty and technical	4.4	7.3	4.6	6.3	4.6
Professional specialty	4.1	9.6	4.8	7.8	2.7
Technical	7.0	12.4	6.9	4.3	10.6
Executive, administrative, and managerial	6.5	7.0	8.6	13.8	4.9
Sales	9.3	6.9	14.4	15.4	—
Administrative support, including clerical	2.5	3.5	2.8	4.8	4.9
Blue collar	5.4	8.8	3.6	5.9	1.6
Precision production, craft, and repair	2.9	6.1	4.4	5.6	1.8
Machine operators, assemblers, and inspectors	5.3	9.6	5.0	5.7	.9
Transportation and material moving	9.3	—	4.9	4.9	4.0
Handlers, equipment cleaners, helpers, and laborers	8.7	13.1	5.3	5.8	11.6
Service	2.9	7.7	1.7	2.2	5.4

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

² 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, Cleveland-Akron, OH, December 2004

Occupation ³	10	25	Median 50	75	90
All	\$8.00	\$11.05	\$16.52	\$24.88	\$32.89
All excluding sales	8.20	11.19	16.53	24.65	32.30
White collar	11.00	14.40	20.67	29.33	41.42
White collar excluding sales	11.77	14.90	21.12	29.57	42.85
Professional specialty and technical	16.28	19.50	25.50	33.71	44.47
Professional specialty	18.36	22.12	27.26	36.00	45.79
Engineers, architects, and surveyors	19.29	25.60	31.94	37.52	43.27
Industrial engineers	19.29	19.29	19.29	33.65	33.65
Engineers, n.e.c.	26.98	28.64	34.32	39.87	51.78
Mathematical and computer scientists	22.18	25.80	31.90	34.71	37.83
Computer systems analysts and scientists	22.18	25.80	31.90	34.94	37.70
Natural scientists	20.80	23.13	27.10	29.29	31.44
Health related	18.55	21.93	25.11	26.69	29.97
Physicians	18.23	19.15	56.35	79.23	106.09
Registered nurses	20.85	22.52	25.11	26.69	29.51
Respiratory therapists	20.00	21.39	22.22	23.23	24.87
Teachers, college and university	19.23	33.55	42.77	52.52	59.74
Other post-secondary teachers	35.46	39.99	46.19	55.95	59.74
Teachers, except college and university	23.17	27.07	34.94	44.61	48.03
Prekindergarten and kindergarten	11.50	14.18	33.52	44.61	47.25
Elementary school teachers	25.64	30.90	38.11	45.78	49.07
Secondary school teachers	23.06	28.47	35.52	44.10	47.62
Teachers, n.e.c.	24.65	28.72	35.03	45.72	48.76
Librarians, archivists, and curators	16.20	19.93	24.80	32.66	44.47
Librarians	16.20	20.58	24.83	32.66	44.47
Social scientists and urban planners	-	-	-	-	-
Social, recreation, and religious workers	13.89	16.52	19.13	23.06	28.61
Social workers	13.89	16.52	19.13	23.06	28.61
Lawyers and judges	14.79	25.85	37.18	51.92	57.69
Lawyers	14.79	25.85	37.18	51.92	57.69
Writers, authors, entertainers, athletes, and professionals, n.e.c.	15.80	17.79	21.22	24.04	25.06
Professional, n.e.c.	10.90	15.50	17.45	19.54	22.51
Technical	13.30	16.15	18.74	22.82	29.27
Radiological technicians	10.38	18.47	20.74	22.43	27.84
Licensed practical nurses	14.21	17.25	18.00	19.50	21.68
Engineering technicians, n.e.c.	11.50	13.75	18.20	20.14	23.66
Drafters	12.90	15.99	17.19	19.94	28.74
Chemical technicians	15.71	17.98	23.91	27.19	38.12
Computer programmers	16.54	16.54	18.21	28.86	32.70
Technical and related, n.e.c.	10.67	13.46	17.00	19.51	22.78
Executive, administrative, and managerial	16.29	21.53	28.37	42.27	50.04
Executives, administrators, and managers	13.41	25.34	36.13	47.07	54.25
Administrators and officials, public administration	13.39	23.84	25.34	47.07	47.07
Financial managers	26.44	29.33	36.78	56.49	56.92
Administrators, education and related fields	26.91	38.52	42.38	48.99	52.79
Managers and administrators, n.e.c.	10.88	21.30	39.20	46.05	53.66
Management related	17.91	19.86	23.08	25.87	32.04
Accountants and auditors	17.72	21.53	23.17	25.55	28.46
Other financial officers	17.79	18.46	20.67	24.30	25.81
Personnel, training, and labor relations specialists	19.90	22.14	25.80	28.85	44.06
Management related, n.e.c.	19.58	23.63	24.51	30.42	32.04
Sales	7.50	9.40	16.25	27.67	36.83
Supervisors, sales	14.00	14.90	16.30	34.36	34.36
Sales, other business services	7.00	7.25	24.45	31.73	40.57
Sales representatives, mining, manufacturing, and wholesale	14.90	20.00	26.16	31.47	38.33
Sales workers, other commodities	7.50	8.10	9.00	12.37	24.64
Cashiers	6.25	7.25	8.10	10.00	13.50
Administrative support, including clerical	10.00	11.79	13.98	16.99	20.74
Secretaries	11.38	13.54	15.21	18.27	20.94
Interviewers	10.00	10.00	12.68	13.00	15.06
Receptionists	8.00	11.50	13.63	13.63	16.80
Information clerks, n.e.c.	11.59	12.59	13.89	15.06	16.31

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, Cleveland-Akron, OH, December 2004 — Continued

Occupation ³	10	25	Median 50	75	90
White collar —Continued					
Administrative support, including clerical —Continued					
Library clerks	\$6.75	\$8.25	\$12.35	\$15.67	\$17.93
Records clerks, n.e.c.	11.00	11.00	11.41	12.98	16.81
Bookkeepers, accounting and auditing clerks	10.77	12.45	14.88	15.99	21.09
Payroll and timekeeping clerks	11.00	12.00	18.11	19.23	19.81
Billing clerks	9.25	11.28	11.77	14.39	14.42
Dispatchers	7.40	7.78	8.50	19.85	20.34
Traffic, shipping and receiving clerks	11.80	12.25	13.54	15.10	15.80
Stock and inventory clerks	11.75	11.93	12.77	16.21	23.25
General office clerks	9.00	10.00	12.69	19.79	21.00
Teachers' aides	8.81	11.09	12.58	15.68	21.90
Administrative support, n.e.c.	10.07	11.50	14.90	17.44	18.75
Blue collar	8.75	11.25	16.00	22.24	26.80
Precision production, craft, and repair					
Bus, truck, and stationary engine mechanics	14.15	17.33	20.14	27.42	30.37
Industrial machinery repairers	17.73	17.73	21.59	22.16	26.09
Millwrights	14.85	16.25	26.80	30.27	30.62
Mechanics and repairers, n.e.c.	29.97	29.97	30.22	30.27	30.27
Electricians	14.60	14.60	20.57	23.07	25.98
Painters, construction and maintenance	20.05	24.56	27.80	30.68	31.43
Plumbers, pipefitters and steamfitters	13.80	13.80	13.80	30.21	30.21
Supervisors, production	17.12	21.00	22.00	29.97	30.27
Tool and die makers	15.45	17.95	18.85	21.70	27.76
Machine operators, assemblers, and inspectors	18.10	30.37	30.37	30.73	30.73
Grinding, abrading, buffing, and polishing machine operators	9.50	11.30	14.25	18.75	26.58
Numerical control machine operators	9.20	13.00	15.03	15.75	26.20
Fabricating machine operators, n.e.c.	14.00	15.39	16.50	20.25	27.58
Molding and casting machine operators	12.31	15.50	18.35	26.58	26.58
Miscellaneous machine operators, n.e.c.	8.50	8.50	11.86	16.20	26.41
Welders and cutters	9.00	9.90	13.69	14.34	22.46
Assemblers	14.26	14.26	17.00	19.00	26.37
Transportation and material moving	8.80	10.40	12.21	16.71	26.55
Truck drivers	12.00	15.07	20.60	24.65	25.95
Bus drivers	15.61	20.81	24.65	25.20	26.42
Industrial truck and tractor equipment operators ..	13.39	16.65	17.84	20.81	20.81
Handlers, equipment cleaners, helpers, and laborers	11.50	12.00	13.45	25.08	25.95
Production helpers	6.75	8.00	9.65	14.00	21.00
Stock handlers and baggers	7.85	9.55	9.80	22.24	22.24
Machine feeders and offbearers	7.45	8.80	10.78	13.05	15.79
Freight, stock, and material handlers, n.e.c.	7.80	7.90	9.30	9.80	16.83
Hand packers and packagers	7.50	9.25	11.50	17.80	21.03
Laborers, except construction, n.e.c.	6.25	6.25	11.21	13.89	16.28
Service	5.15	7.00	9.00	13.00	19.71
Protective service	5.15	7.50	9.75	12.91	18.31
Firefighting	5.15	8.50	13.52	19.76	25.02
Police and detectives, public service	15.78	16.06	17.54	20.79	23.29
Guards and police, except public service	20.17	21.35	23.72	27.03	29.28
Food service	5.15	5.15	8.50	10.02	12.68
Waiters, waitresses, and bartenders	2.13	5.75	8.00	10.07	12.50
Bartenders	2.13	2.13	2.13	8.00	10.50
Waiters and waitresses	2.13	4.75	6.00	9.00	12.00
Waiters/Waitresses' assistants	2.13	2.13	2.13	8.00	10.00
Other food service	2.13	2.13	6.00	8.25	10.50
Supervisors, food preparation and service	5.75	7.00	8.50	11.00	15.23
Cooks	14.39	16.50	16.51	21.94	21.94
Food counter, fountain, and related	8.50	9.00	11.00	12.06	16.50
Kitchen workers, food preparation	5.50	5.85	7.00	8.02	8.65
Food preparation, n.e.c.	2.13	5.45	6.85	9.57	11.00
Health service	5.75	7.00	8.50	9.50	11.75
	9.00	9.83	10.71	11.95	14.00

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, Cleveland-Akron, OH, December 2004 — Continued

Occupation ³	10	25	Median 50	75	90
Service —Continued					
Health service—Continued					
Health aides, except nursing	\$9.42	\$10.50	\$12.52	\$14.40	\$16.65
Nursing aides, orderlies and attendants	9.00	9.64	10.41	11.15	12.06
Cleaning and building service	7.00	8.00	9.80	12.98	15.88
Maids and housemen	7.85	8.11	9.54	10.85	11.20
Janitors and cleaners	7.00	8.00	9.80	13.01	16.08
Personal service	5.00	7.25	9.58	16.16	22.86
Child care workers, n.e.c.	7.50	12.58	18.45	21.52	23.40
Service, n.e.c.	3.50	6.25	7.25	9.60	11.59

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

nonproduction bonuses; and tips.

² 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, Cleveland-Akron, OH, December 2004

Occupation ³	Private industry				
	10	25	Median 50	75	90
All	\$8.00	\$10.32	\$15.20	\$23.49	\$30.27
All excluding sales	8.00	10.40	15.14	23.12	30.12
White collar	10.45	13.63	19.33	26.98	37.50
White collar excluding sales	11.50	14.30	19.64	26.83	37.68
Professional specialty and technical	15.63	18.46	23.22	28.92	36.69
Professional specialty	17.85	21.22	25.50	31.90	37.54
Engineers, architects, and surveyors	19.29	23.77	31.16	37.85	43.50
Industrial engineers	19.29	19.29	19.29	33.65	33.65
Engineers, n.e.c.	26.98	28.64	34.32	39.87	51.78
Mathematical and computer scientists	22.18	25.80	31.90	34.93	37.81
Computer systems analysts and scientists	22.18	25.80	31.90	34.94	37.69
Natural scientists	-	-	-	-	-
Health related	18.53	21.93	24.87	26.32	28.83
Registered nurses	21.00	22.52	25.11	26.36	28.83
Respiratory therapists	20.00	21.39	22.22	23.23	24.87
Teachers, college and university	-	-	-	-	-
Teachers, except college and university	13.68	19.07	25.57	31.69	35.82
Secondary school teachers	17.09	22.06	27.34	31.52	35.84
Librarians, archivists, and curators	-	-	-	-	-
Social scientists and urban planners	-	-	-	-	-
Social, recreation, and religious workers	13.25	15.00	17.12	19.57	21.56
Social workers	13.25	15.00	17.12	19.57	21.56
Lawyers and judges	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	15.80	17.79	21.22	24.04	25.06
Technical	13.15	16.12	18.21	22.78	28.41
Licensed practical nurses	13.94	17.13	18.00	19.35	21.28
Engineering technicians, n.e.c.	11.50	13.75	18.20	20.14	23.66
Drafters	12.90	15.99	17.19	19.94	28.74
Chemical technicians	15.71	17.98	23.91	27.19	38.12
Technical and related, n.e.c.	10.39	13.00	15.00	18.01	22.78
Executive, administrative, and managerial	17.06	21.43	29.33	41.47	50.99
Executives, administrators, and managers	15.25	26.91	36.13	46.60	56.92
Financial managers	26.44	29.33	37.50	56.92	56.92
Managers and administrators, n.e.c.	10.44	22.22	40.05	46.26	53.66
Management related	18.02	19.66	22.35	26.44	37.50
Accountants and auditors	17.55	20.91	23.08	25.96	28.85
Other financial officers	17.33	18.46	18.75	20.67	25.56
Personnel, training, and labor relations specialists	22.14	22.14	23.94	44.06	44.06
Sales	7.50	9.38	16.25	27.67	37.50
Supervisors, sales	14.00	14.90	16.25	34.36	34.36
Sales, other business services	7.00	7.25	24.45	31.73	40.57
Sales representatives, mining, manufacturing, and wholesale	14.90	20.00	26.16	31.47	38.33
Sales workers, other commodities	7.50	8.10	9.00	12.37	24.64
Cashiers	6.25	7.25	8.00	9.65	13.05
Administrative support, including clerical	10.00	11.59	13.63	16.21	20.20
Secretaries	10.93	13.40	15.23	18.27	19.64
Interviewers	10.00	10.00	12.68	13.00	15.06
Receptionists	8.00	11.50	13.61	13.63	13.63
Records clerks, n.e.c.	11.00	11.00	11.57	12.98	14.60
Bookkeepers, accounting and auditing clerks	10.75	12.74	14.88	15.99	22.59
Billing clerks	9.25	11.28	11.77	14.39	14.42
Traffic, shipping and receiving clerks	11.80	12.25	13.54	15.10	15.80
Stock and inventory clerks	11.75	11.93	12.77	16.21	23.25
General office clerks	8.73	10.00	11.38	16.75	21.00
Administrative support, n.e.c.	10.50	11.14	14.43	17.85	23.08
Blue collar	8.50	10.89	15.45	22.55	26.88
Precision production, craft, and repair	14.15	17.69	21.00	28.22	30.44
Industrial machinery repairers	14.85	16.25	26.80	30.27	30.62

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, Cleveland-Akron, OH, December 2004 — Continued

Occupation ³	Private industry				
	10	25	Median 50	75	90
Blue collar –Continued					
Precision production, craft, and repair –Continued					
Millwrights	\$29.97	\$29.97	\$30.22	\$30.27	\$30.27
Mechanics and repairers, n.e.c.	14.60	14.60	20.57	24.13	25.98
Electricians	19.94	25.52	30.27	30.68	31.43
Plumbers, pipefitters and steamfitters	21.00	22.00	28.80	29.97	30.27
Supervisors, production	15.45	17.95	18.85	21.70	27.76
Tool and die makers	18.10	30.37	30.37	30.73	30.73
Machine operators, assemblers, and inspectors					
Grinding, abrading, buffing, and polishing machine operators	9.33	11.25	14.25	18.35	26.58
Numerical control machine operators	9.20	13.00	15.03	15.75	26.20
Fabricating machine operators, n.e.c.	14.00	15.39	16.50	20.25	27.58
Molding and casting machine operators	12.31	15.50	18.35	26.58	26.58
Miscellaneous machine operators, n.e.c.	8.50	8.50	11.86	16.20	26.41
Welders and cutters	9.00	9.90	13.33	13.83	17.34
Assemblers	14.26	14.26	17.00	19.00	26.37
Assemblers	8.80	10.40	12.21	16.71	26.55
Transportation and material moving					
Truck drivers	11.50	14.43	20.86	25.08	26.00
Industrial truck and tractor equipment operators ..	15.75	20.86	24.65	25.44	26.57
Industrial truck and tractor equipment operators ..	11.50	12.00	13.45	25.08	25.95
Handlers, equipment cleaners, helpers, and laborers					
Production helpers	6.75	8.00	9.55	13.05	21.06
Stock handlers and baggers	7.85	9.55	9.80	22.24	22.24
Machine feeders and offbearers	7.45	8.80	10.78	13.05	15.79
Freight, stock, and material handlers, n.e.c.	7.80	7.90	9.30	9.80	16.83
Hand packers and packagers	7.50	9.25	11.50	17.80	21.03
Laborers, except construction, n.e.c.	6.25	6.25	11.21	13.89	16.28
Laborers, except construction, n.e.c.	5.15	6.00	8.50	10.80	13.00
Service					
Protective service	3.50	6.80	8.60	10.71	12.75
Guards and police, except public service	5.15	5.15	8.75	10.50	13.64
Food service	5.15	5.15	8.50	10.02	12.50
Waiters, waitresses, and bartenders	2.13	5.50	7.75	9.57	12.00
Bartenders	2.13	2.13	2.13	8.00	10.50
Waiters and waitresses	2.13	4.75	6.00	9.00	12.00
Waiters/Waitresses' assistants	2.13	2.13	2.13	8.00	10.00
Other food service	2.13	2.13	6.00	8.25	10.50
Cooks	5.75	6.80	8.50	10.50	16.50
Food counter, fountain, and related	8.50	9.00	10.00	11.50	16.50
Kitchen workers, food preparation	5.50	5.85	7.00	8.02	8.65
Food preparation, n.e.c.	2.13	5.35	6.80	9.23	11.00
Health service	5.75	6.75	8.00	9.25	10.71
Health aides, except nursing	9.00	9.70	10.50	11.19	12.13
Nursing aides, orderlies and attendants	8.50	10.08	10.72	12.32	12.52
Cleaning and building service	9.00	9.70	10.41	11.05	12.00
Maids and housemen	7.00	7.73	8.80	11.20	14.90
Janitors and cleaners	7.85	8.11	9.54	10.85	11.20
Personal service	7.00	7.50	8.61	11.18	15.13
Service, n.e.c.	3.50	6.50	7.25	9.50	14.59
Service, n.e.c.	3.50	6.00	7.25	9.00	10.40

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

nonproduction bonuses; and tips.

² 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, Cleveland-Akron, OH, December 2004

Occupation ³	State and local government				
	10	25	Median 50	75	90
All	\$12.25	\$15.82	\$20.74	\$30.08	\$44.90
All excluding sales	12.25	15.78	20.79	30.20	44.90
White collar	13.39	17.31	25.34	37.87	47.07
White collar excluding sales	13.39	17.31	25.34	37.95	47.07
Professional specialty and technical	19.29	24.65	32.37	42.78	48.30
Professional specialty	19.30	25.50	32.77	43.26	49.00
Engineers, architects, and surveyors	—	—	—	—	—
Mathematical and computer scientists	—	—	—	—	—
Natural scientists	—	—	—	—	—
Health related	19.15	21.50	27.44	36.00	81.73
Registered nurses	20.50	22.43	27.00	28.44	36.00
Teachers, college and university	27.26	33.68	42.77	52.52	59.74
Other post-secondary teachers	35.46	39.99	46.19	55.95	59.74
Teachers, except college and university	24.65	29.11	36.75	45.33	48.30
Elementary school teachers	29.06	33.16	41.05	46.39	49.53
Teachers, n.e.c.	24.65	29.01	35.03	45.72	48.76
Librarians, archivists, and curators	16.71	20.77	25.03	32.66	44.47
Librarians	16.88	21.03	25.13	33.13	44.47
Social scientists and urban planners	—	—	—	—	—
Social, recreation, and religious workers	15.99	18.10	21.57	27.87	30.89
Social workers	15.99	18.10	21.57	27.87	30.89
Lawyers and judges	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	—	—	—	—	—
Technical	16.74	19.51	20.74	25.02	32.88
Technical and related, n.e.c.	13.55	17.48	19.51	20.72	30.79
Executive, administrative, and managerial	14.75	21.53	25.34	46.27	47.53
Executives, administrators, and managers	13.39	22.95	31.11	47.07	52.79
Administrators and officials, public administration	13.39	23.84	25.34	47.07	47.07
Administrators, education and related fields	41.28	42.38	47.53	52.79	54.25
Management related	17.52	20.50	24.51	25.55	28.85
Sales	—	—	—	—	—
Administrative support, including clerical	10.68	12.72	15.03	18.07	22.12
Secretaries	12.78	13.80	14.73	18.10	23.13
Library clerks	6.75	8.10	12.35	15.67	17.93
General office clerks	11.30	12.36	15.47	21.69	22.98
Teachers' aides	9.59	11.39	12.80	17.11	22.44
Blue collar	14.11	16.82	18.81	20.81	23.49
Precision production, craft, and repair	14.44	17.12	18.88	22.15	23.25
Machine operators, assemblers, and inspectors	—	—	—	—	—
Transportation and material moving	13.53	16.53	17.86	20.81	25.78
Bus drivers	14.12	16.99	17.90	20.81	20.81
Handlers, equipment cleaners, helpers, and laborers	13.94	15.94	17.42	19.09	20.02
Service	10.54	12.63	15.88	20.71	25.62
Protective service	14.90	16.06	19.86	23.72	27.03
Firefighting	15.78	16.06	17.54	20.79	23.29
Police and detectives, public service	20.17	21.35	23.72	27.03	29.28
Food service	9.42	11.26	12.06	14.03	15.23
Other food service	9.42	11.26	12.06	14.03	15.23
Food preparation, n.e.c.	9.05	11.25	11.83	12.19	12.19
Health service	9.00	12.94	14.62	16.65	22.82
Health aides, except nursing	13.05	13.31	15.10	16.26	18.26

See footnotes at end of table.

Table 6-3. Hourly wage percentiles for establishment jobs,¹ all workers:² Selected occupations, State and local government, National Compensation Survey, Cleveland-Akron, OH, December 2004 — Continued

Occupation ³	State and local government				
	10	25	Median 50	75	90
Service —Continued					
Cleaning and building service	\$9.58	\$10.75	\$12.63	\$15.06	\$16.69
Janitors and cleaners	9.58	10.75	12.63	15.06	16.69
Personal service	10.17	12.04	18.18	22.80	26.62

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

nonproduction bonuses; and tips.

² 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, Cleveland-Akron, OH, December 2004

Occupation ³	10	25	Median 50	75	90
All	\$9.32	\$12.31	\$17.54	\$25.62	\$34.36
All excluding sales	9.35	12.25	17.39	25.36	33.65
White collar	11.80	15.00	21.22	30.59	42.77
White collar excluding sales	12.05	15.18	21.22	30.71	43.50
Professional specialty and technical	16.52	19.57	25.80	34.88	45.10
Professional specialty	18.51	22.02	28.36	36.74	46.39
Engineers, architects, and surveyors	19.29	25.60	31.94	37.52	43.27
Industrial engineers	19.29	19.29	19.29	33.65	33.65
Engineers, n.e.c.	26.98	28.64	34.32	39.87	51.78
Mathematical and computer scientists	22.18	25.80	31.90	34.94	38.46
Computer systems analysts and scientists	22.18	25.80	31.90	34.94	37.70
Natural scientists	-	-	-	-	-
Health related	18.53	21.50	24.59	27.06	31.96
Registered nurses	20.50	22.25	25.11	27.06	29.97
Teachers, college and university	27.61	34.62	42.79	54.20	59.74
Other post-secondary teachers	34.98	39.67	47.53	56.42	59.74
Teachers, except college and university	24.17	29.35	36.33	45.13	48.28
Prekindergarten and kindergarten	11.50	14.18	33.52	44.61	47.25
Elementary school teachers	25.64	30.90	38.02	45.73	49.07
Secondary school teachers	22.96	28.15	35.76	44.51	47.62
Teachers, n.e.c.	27.04	31.66	36.45	46.47	49.00
Librarians, archivists, and curators	17.21	21.20	27.27	44.47	44.47
Librarians	17.21	21.20	27.27	44.47	44.47
Social scientists and urban planners	-	-	-	-	-
Social, recreation, and religious workers	13.89	16.49	19.12	23.06	28.61
Social workers	13.89	16.49	19.12	23.06	28.61
Lawyers and judges	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	15.80	17.79	21.22	24.04	25.06
Professional, n.e.c.	10.90	15.50	17.45	19.54	22.51
Technical	13.30	16.41	18.99	23.37	30.50
Licensed practical nurses	16.73	17.63	18.61	20.05	21.68
Engineering technicians, n.e.c.	11.50	13.75	18.20	20.14	23.66
Drafters	12.90	15.99	17.19	19.94	28.74
Chemical technicians	15.71	17.98	23.91	27.19	38.12
Computer programmers	16.54	16.54	18.21	28.86	32.70
Technical and related, n.e.c.	10.67	13.70	17.04	19.51	22.78
Executive, administrative, and managerial	15.99	21.30	28.27	43.30	50.48
Executives, administrators, and managers	13.41	25.34	36.13	47.07	55.12
Administrators and officials, public administration	13.39	23.84	25.34	47.07	47.07
Financial managers	25.89	29.33	36.13	56.92	56.92
Administrators, education and related fields	27.74	38.52	43.30	52.79	52.79
Managers and administrators, n.e.c.	10.88	21.30	39.20	46.05	53.66
Management related	17.79	19.72	23.08	25.80	31.25
Accountants and auditors	17.72	21.53	23.17	25.55	28.46
Other financial officers	17.79	18.46	20.67	24.30	25.81
Personnel, training, and labor relations specialists	20.50	22.14	27.64	28.85	44.06
Management related, n.e.c.	19.53	22.98	24.51	29.81	30.90
Sales	8.85	12.83	20.39	29.67	37.50
Supervisors, sales	14.00	14.90	16.30	34.36	34.36
Sales representatives, mining, manufacturing, and wholesale	14.90	20.00	26.16	31.47	38.33
Sales workers, other commodities	7.50	8.10	9.94	13.46	24.64
Administrative support, including clerical	10.55	12.19	14.34	17.14	21.00
Secretaries	11.52	13.70	15.31	18.27	19.76
Receptionists	8.00	11.50	13.63	13.63	16.80
Information clerks, n.e.c.	11.59	12.59	13.89	15.06	16.31
Library clerks	10.51	12.35	14.33	16.89	19.83
Records clerks, n.e.c.	11.00	11.00	11.41	12.98	16.81
Bookkeepers, accounting and auditing clerks	10.77	12.74	14.88	15.99	21.09
Payroll and timekeeping clerks	11.00	12.00	18.11	19.23	19.81
Traffic, shipping and receiving clerks	11.80	12.25	13.54	15.10	15.80
General office clerks	9.41	11.79	14.73	19.79	22.50
Administrative support, n.e.c.	11.24	14.43	16.14	18.72	19.38

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, Cleveland-Akron, OH, December 2004 — Continued

Occupation ³	10	25	Median 50	75	90
Blue collar	\$9.00	\$11.87	\$16.37	\$22.63	\$26.88
Precision production, craft, and repair	14.44	17.33	20.16	27.50	30.37
Bus, truck, and stationary engine mechanics	17.73	17.73	21.59	22.16	26.09
Industrial machinery repairers	14.85	16.25	26.80	30.27	30.62
Millwrights	29.97	29.97	30.22	30.27	30.27
Mechanics and repairers, n.e.c.	14.60	14.60	20.57	23.07	25.98
Electricians	20.05	24.56	27.80	30.68	31.43
Painters, construction and maintenance	13.80	13.80	13.80	30.21	30.21
Plumbers, pipefitters and steamfitters	17.12	21.00	22.00	29.97	30.27
Supervisors, production	15.45	17.95	18.85	21.70	27.76
Tool and die makers	18.10	30.37	30.37	30.73	30.73
Machine operators, assemblers, and inspectors	9.90	11.86	14.26	18.75	26.58
Grinding, abrading, buffing, and polishing machine operators	9.20	13.00	15.03	15.75	26.20
Numerical control machine operators	14.00	15.39	16.50	20.25	27.58
Fabricating machine operators, n.e.c.	12.31	15.50	18.35	26.58	26.58
Miscellaneous machine operators, n.e.c.	9.00	9.90	13.69	14.34	22.46
Welders and cutters	14.26	14.26	17.00	19.00	26.37
Assemblers	8.80	10.40	12.27	16.71	26.55
Transportation and material moving	11.60	15.07	20.81	24.88	25.95
Truck drivers	15.55	20.81	24.65	25.20	26.48
Industrial truck and tractor equipment operators ..	11.50	12.00	13.45	25.08	25.95
Handlers, equipment cleaners, helpers, and laborers	6.75	8.00	9.80	14.53	22.24
Production helpers	7.85	9.55	9.80	22.24	22.24
Stock handlers and baggers	10.03	10.50	11.30	13.50	17.07
Machine feeders and offbearers	7.80	7.90	9.30	9.80	16.83
Freight, stock, and material handlers, n.e.c.	7.50	8.50	12.00	20.81	25.62
Laborers, except construction, n.e.c.	5.15	8.50	10.29	15.94	20.02
Service	7.50	8.84	10.90	15.45	20.79
Protective service	5.15	9.00	14.31	19.86	25.31
Firefighting	15.78	16.06	17.54	20.79	23.29
Police and detectives, public service	20.56	21.47	25.02	27.03	29.28
Guards and police, except public service	5.15	5.15	8.75	10.32	12.75
Food service	7.50	8.50	10.00	12.19	16.50
Waiters, waitresses, and bartenders	2.13	4.75	7.50	10.00	12.50
Waiters and waitresses	2.13	2.13	7.50	11.00	14.00
Other food service	8.00	8.50	10.71	12.45	16.51
Supervisors, food preparation and service	14.39	16.50	16.51	21.94	21.94
Cooks	8.76	9.80	11.05	12.06	16.50
Food preparation, n.e.c.	7.50	8.20	9.05	10.71	11.83
Health service	9.00	9.77	10.70	11.95	14.03
Health aides, except nursing	9.70	10.50	12.47	14.76	16.65
Nursing aides, orderlies and attendants	9.00	9.64	10.38	11.05	12.00
Cleaning and building service	7.73	8.25	10.43	12.98	16.08
Maids and housemen	7.85	8.11	9.54	10.85	11.20
Janitors and cleaners	7.67	8.50	10.46	12.98	16.08
Personal service	7.25	9.00	11.57	21.08	25.93

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

² 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, Cleveland-Akron, OH, December 2004

Occupation ³	10	25	Median 50	75	90
All	\$2.13	\$6.55	\$8.75	\$13.00	\$23.39
All excluding sales	2.13	6.45	8.78	13.35	24.03
White collar	7.27	9.27	13.52	24.03	26.23
White collar excluding sales	9.66	11.52	17.93	25.16	26.91
Professional specialty and technical	14.79	18.00	24.24	26.00	27.44
Professional specialty	17.00	23.49	25.11	26.13	28.00
Mathematical and computer scientists	—	—	—	—	—
Natural scientists	—	—	—	—	—
Health related	22.00	24.34	25.58	26.36	27.50
Registered nurses	22.59	24.99	25.68	26.36	27.44
Teachers, college and university	—	—	—	—	—
Teachers, except college and university	13.57	23.73	24.65	26.13	26.19
Teachers, n.e.c.	8.00	23.73	24.03	24.65	25.00
Librarians, archivists, and curators	12.17	12.92	16.69	19.57	22.69
Social, recreation, and religious workers	—	—	—	—	—
Lawyers and judges	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	—	—	—	—	—
Technical	13.52	14.47	17.93	19.34	21.57
Executive, administrative, and managerial	—	—	—	—	—
Executives, administrators, and managers	—	—	—	—	—
Management related	—	—	—	—	—
Sales	6.55	7.25	8.20	9.88	13.05
Sales workers, other commodities	7.44	8.05	9.00	10.14	13.39
Cashiers	6.00	7.17	7.46	8.85	11.05
Administrative support, including clerical	8.35	10.00	10.74	13.00	14.57
Secretaries	10.00	13.00	14.00	20.77	26.44
Library clerks	6.75	6.75	8.59	12.20	14.32
General office clerks	8.35	9.00	10.00	10.30	12.25
Administrative support, n.e.c.	9.66	9.66	10.50	11.48	13.50
Blue collar	7.00	8.00	8.80	10.75	16.05
Precision production, craft, and repair	—	—	—	—	—
Machine operators, assemblers, and inspectors	7.00	8.35	8.50	8.75	8.75
Transportation and material moving	12.67	13.88	16.10	17.26	17.26
Bus drivers	12.67	13.28	16.46	17.26	17.49
Handlers, equipment cleaners, helpers, and laborers	6.50	7.45	8.80	10.25	13.05
Stock handlers and baggers	6.20	7.24	8.50	8.80	10.35
Service	2.13	5.15	7.00	9.00	12.00
Protective service	5.15	5.15	5.15	9.32	19.58
Food service	2.13	2.13	6.30	8.50	10.50
Waiters, waitresses, and bartenders	2.13	2.13	2.13	8.00	10.00
Bartenders	2.13	8.50	8.50	12.00	12.00
Waiters and waitresses	2.13	2.13	2.13	7.40	10.00
Waiters/Waitresses' assistants	2.13	2.13	5.50	7.00	8.00
Other food service	5.50	5.90	7.20	8.78	11.00
Cooks	8.40	8.50	10.00	11.50	15.23
Food counter, fountain, and related	5.50	5.75	6.35	7.05	7.80
Kitchen workers, food preparation	2.13	2.13	6.00	7.20	8.00
Food preparation, n.e.c.	5.75	5.95	7.50	9.25	11.49
Health service	8.65	10.00	10.99	12.94	13.62
Nursing aides, orderlies and attendants	9.30	10.00	10.66	11.39	12.50

See footnotes at end of table.

Table 6-5. Hourly wage percentiles for establishment jobs,¹ part-time workers:² Selected occupations, all industries, National Compensation Survey, Cleveland-Akron, OH, December 2004 — Continued

Occupation ³	10	25	Median 50	75	90
Service —Continued					
Cleaning and building service	\$6.75	\$7.00	\$7.65	\$13.01	\$15.41
Janitors and cleaners	6.75	7.00	7.65	13.01	15.41
Personal service	3.50	5.00	7.00	10.00	14.95
Service, n.e.c.	3.50	3.50	6.00	8.60	11.17

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

² 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 of the steps required to produce the data.

Planning for the survey

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

Survey scope

This survey covered establishments employing 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 Cleveland–Akron, OH, Metropolitan Statistical Area includes Ashtabula, Cuyahoga, Geauga, Lake, Lorain, Medina, Portage, and Summit Counties.

Sampling frame

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

Sample design

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

Data collection

The collection of data from survey respondents required detailed procedures. Field economists collected the data, working out of the Bureau of Labor Statistics' (BLS) Regional Offices 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 versus part-time, union versus nonunion, and time versus incentive
4. Determination of the level of work of each job

For each occupation, wage data were collected for those workers whose jobs could be characterized by the criteria identified in the last three steps. Special procedures were developed for jobs for which a 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 or more	8

The second step of the process entailed classifying the selected jobs into occupations based on their duties. The NCS 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 a "point factor leveling" process. Point factor leveling matches certain aspects of a job to specific levels of work with assigned point values. Points for each factor are then totaled to determine the overall work level for the job.

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

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

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

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

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

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

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, tips, 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 who are exempt from overtime provisions often work beyond the assigned work schedule, their typical number of hours actually worked was collected.

Definition of terms

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

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 whom 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 BLS National Office following collection.

Weighting and nonresponse

Sample weights were calculated for each establishment and occupation in the survey. These weights reflected the relative size of the occupation within the establishment and of the establishment within the sample universe. Weights were used to aggregate data for the individual establishments or occupations into the various data series. Some of the establishments surveyed could not supply or refused to supply information. If data were not provided by a sample member, 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.

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

Survey response

	<i>Establish- ments</i>
Total in sampling frame	4,877
Total in sample	469
Responding	304
Out of business or not in survey scope	52
Unable or refused to provide data	113

In this survey, the nonresponse rate for 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 and their scheduled hours of work. Establishments in the survey may report only individual-worker earnings for each sampled job. For the calculation of percentile estimates, the individual-worker hourly earnings are appropriately weighted and then arrayed from lowest to highest.

The published 10th, 25th, 50th, 75th, and 90th percentiles designate position in the earnings distribution within each published occupation. At the 50th percentile, the median, half of the hours are paid the same as or more than the

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

Data reliability

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

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

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

The standard error can be used to calculate a "confidence interval" around a sample estimate. As an example, suppose a table shows that mean hourly earnings for all workers were \$12.79, with a relative standard error of 3.6 percent for this estimate. At the 90-percent level, the confidence interval for this estimate is from \$12.03 to \$13.55 (\$12.79 minus and plus \$0.76, where \$0.76 is the product of 1.645 times 3.6 percent times \$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, Cleveland-Akron, OH, December 2004**

Occupational group	Full-time and part-time workers		
	Total	Private industry	State and local government
All occupations	734,900	578,500	156,500
All excluding sales	691,600	535,500	156,100
White collar	363,100	260,400	102,700
White-collar excluding sales	319,700	217,400	102,300
Professional specialty and technical	167,700	102,400	65,300
Professional specialty	131,400	68,900	62,500
Technical	36,300	33,500	2,800
Executive, administrative, and managerial	49,300	37,000	12,300
Sales	43,400	43,000	–
Administrative support, including clerical	102,700	78,000	24,700
Blue collar	207,700	189,500	18,200
Precision production, craft, and repair	58,300	50,500	7,900
Machine operators, assemblers, and inspectors	78,100	77,800	–
Transportation and material moving	20,600	12,500	8,100
Handlers, equipment cleaners, helpers, and laborers	50,700	48,800	–
Service	164,200	128,600	35,600

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.