

York–Hanover, PA National Compensation Survey September 2007



U.S. Department of Labor
Elaine L. Chao, Secretary

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Keith Hall, Commissioner

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Preface

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

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

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

Division of Compensation Data Analysis and Planning, 2 Massachusetts Avenue, NE., Room 4175, Washington, DC 20212-0001, call (202) 691-6199, or send an e-mail to NCSinfo@bls.gov.

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

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

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Introduction

The tables in this bulletin summarize the NCS results for the York–Hanover, PA, Metropolitan Statistical Area (MSA). Data were collected between March 2007 and April 2008; the average reference month is September 2007. Tabulations provide information on earnings of workers in a variety of occupations and at different work levels. Also contained in this bulletin are information on the program, a technical note describing survey procedures, and an appendix with detailed information on occupational classifications.

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

NCS products

The Bureau's National Compensation Survey provides comprehensive measures of occupational earnings, compensation cost trends, benefit incidence, and detailed plan provisions. The Employment Cost Index, a quarterly measure of the change in employer costs for wages and benefits, is derived from the NCS. Employer Costs for Employee Compensation measures employers' average hourly costs for wages and benefits. NCS also measures the incidence and provisions of benefit plans. This bulletin is limited to data on occupational wages and salaries.

Changes to the publications

The locality wage publications are undergoing a number of significant changes. Please see the bulletins published between September 2006 and July 2007 for information on earlier changes.

The areas covered by the publications are currently being updated to the December 2003 definitions of Combined Statistical Areas, Metropolitan Statistical Areas, and Micropolitan Statistical Areas, as determined by the U.S. Office of Management and Budget (OMB). This bulletin includes a new State and local government sample that reflects the new area definition.

In appendix table 2, the total numbers of establishments in the sampling frame are now benchmarked to the latest available establishment counts, adjusted for establishments that are out of scope for NCS.

About the tables

The tables that follow present data on straight-time occupational earnings, which include wages and salaries, incentive pay, cost-of-living adjustments, and hazard pay. These earnings exclude premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. About 800 detailed occupations, listed in Appendix B, are used to describe all occupations in the civilian nonfarm economy (excluding the Federal Government and private households). Data are not shown for any occupations if they would raise concerns about the confidentiality of the survey respondents or if the data are insufficient to support reliable estimates.

Table 1 presents an overview of all tables in this bulletin. Mean hourly earnings, weekly hours, and relative standard errors are given for all industries, private industry, and State and local government for selected worker and establishment characteristics. The worker characteristics include high-level and intermediate occupational aggregation, full-time or part-time status, union or nonunion status, and time or incentive pay. Establishment characteristics include goods producing, service providing, and size of establishment.

Table 2 presents mean hourly earnings data by work level for occupational major groups and for detailed occupations. Separate data are also shown for full-time and part-time workers. Table 3 provides work level data for private industry workers. Table 4 provides similar data for State and local government workers. Table 5 simplifies the work levels by combining them into broader groups within major and detailed occupations, and for full-time and part-time workers.

Tables 6 through 10 present hourly wage percentiles that describe the distribution of hourly earnings for individual workers within each published occupation. Data are provided for the 10th, 25th, 50th, 75th, and 90th percentiles for detailed occupations within all industries, private industry, State and local government, full-time workers, and part-time workers.

Table 11 presents mean and median hourly, weekly, and annual earnings, and the associated hours, for major occupational groups and detailed occupations for full-time workers. Table 12 provides the same type of information for private industry workers. Table 13 provides similar data for State and local government workers.

Table 14 presents mean hourly earnings data for establishment employment sizes by high-level occupational aggregations in the private sector. Tables 15 and 16 provide

mean and median hourly, weekly, and annual earnings data for full-time employees in private establishments with fewer than 100 workers, and in private establishments with 100 workers or more.

Table 17 presents mean hourly earnings data for union and nonunion workers in all, private, and State and local government establishments by high-level occupational aggregation. Table 18 provides hourly earnings data for time and incentive workers in all and private establishments by

high-level occupational aggregation. Table 19 presents mean hourly earnings data for major industry divisions within the private sector.

Appendix table 1 presents the number of workers represented by the survey, by high-level occupational aggregation and for all industries, private industry, and State and local government. Appendix table 2 provides the number of establishments in the sampling frame and the number of responding and nonresponding establishments.

Table 1. Summary: Mean hourly earnings¹ and weekly hours for selected worker and establishment characteristics, York-Hanover, PA, September 2007

Worker and establishment characteristics	Civilian workers			Private industry workers			State and local government workers		
	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)	
All workers	\$17.46	4.3	35.6	\$16.74	4.0	35.8	\$26.11	14.3	34.0
Worker characteristics^{4,5}									
Management, professional, and related	28.95	3.6	36.0	28.07	3.5	36.8	32.06	7.5	33.5
Management, business, and financial	29.92	7.0	42.3	29.49	8.0	42.9	32.54	12.4	39.2
Professional and related	28.60	5.6	34.2	27.50	5.7	34.8	31.96	10.5	32.6
Service	9.57	5.1	31.0	9.07	3.3	30.8	15.64	9.5	34.0
Sales and office	13.71	3.0	32.9	13.70	3.1	32.8	14.03	12.6	37.2
Sales and related	13.95	8.3	31.0	13.95	8.3	31.0	—	—	—
Office and administrative support	13.55	5.2	34.3	13.52	5.4	34.2	14.03	12.6	37.2
Natural resources, construction, and maintenance	19.20	3.6	39.6	19.33	3.6	39.8	—	—	—
Construction and extraction	19.04	4.9	39.7	19.10	5.0	40.0	—	—	—
Installation, maintenance, and repair	19.40	7.3	39.6	19.61	7.3	39.6	—	—	—
Production, transportation, and material moving	14.68	4.2	39.5	14.70	4.3	39.6	—	—	—
Production	15.10	5.9	39.9	15.13	6.0	39.9	—	—	—
Transportation and material moving	13.96	3.3	38.9	13.99	3.3	39.1	—	—	—
Full time	18.61	4.4	39.7	17.86	4.1	39.9	26.96	12.7	37.6
Part time	9.55	7.2	21.0	9.52	7.3	21.4	10.47	14.4	12.3
Union	21.95	12.6	39.0	18.03	12.7	40.0	30.95	16.9	37.0
Nonunion	16.76	3.8	35.2	16.60	3.9	35.3	20.58	3.1	31.2
Time	17.46	4.6	35.4	16.71	4.3	35.6	26.11	14.3	34.0
Incentive	17.32	12.5	40.5	17.32	12.5	40.5	—	—	—
Establishment characteristics									
Goods producing	(⁶)	(⁶)	(⁶)	18.30	3.7	39.9	(⁶)	(⁶)	(⁶)
Service providing	(⁶)	(⁶)	(⁶)	15.82	5.6	33.7	(⁶)	(⁶)	(⁶)
1-99 workers	15.16	7.1	34.2	15.12	7.3	34.6	16.45	5.7	23.9
100-499 workers	17.56	5.5	36.4	16.97	5.6	36.4	27.32	4.5	36.8
500 workers or more	21.59	10.2	37.2	20.00	6.8	37.5	27.68	22.0	36.1

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

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

⁶ Classification of establishments into goods-producing and service-providing industries applies to private industry only. Industries are determined by the 2002 North American Industry Classification System (NAICS).

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 2. **Civilian workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, York-Hanover, PA, September 2007**

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
All workers	\$17.46	4.3	\$18.61	4.4	\$9.55	7.2
Management occupations	34.47	6.6	34.47	6.6	—	—
Level 9	33.75	6.2	33.75	6.2	—	—
Business and financial operations occupations	25.73	11.3	25.73	11.3	—	—
Level 7	22.26	10.8	22.26	10.8	—	—
Accountants and auditors	22.04	12.6	22.04	12.6	—	—
Computer and mathematical science occupations	23.20	9.0	23.20	9.0	—	—
Architecture and engineering occupations	33.48	4.2	33.96	4.0	—	—
Level 9	33.94	2.6	33.94	2.6	—	—
Level 11	40.66	6.1	40.66	6.1	—	—
Engineers	35.62	4.0	36.43	2.8	—	—
Level 9	33.94	2.6	33.94	2.6	—	—
Level 11	40.66	6.1	40.66	6.1	—	—
Mechanical engineers	38.24	2.6	38.24	2.6	—	—
Engineering technicians, except drafters	23.97	3.7	23.97	3.7	—	—
Community and social services occupations	22.51	20.1	23.70	20.5	—	—
Education, training, and library occupations	32.86	6.8	33.55	4.2	—	—
Level 9	39.65	2.6	39.68	2.6	—	—
Primary, secondary, and special education school teachers	40.15	3.8	40.15	3.8	—	—
Level 9	40.33	3.6	40.33	3.6	—	—
Elementary and middle school teachers	39.57	3.8	39.57	3.8	—	—
Level 9	39.75	3.8	39.75	3.8	—	—
Healthcare practitioner and technical occupations	27.96	5.3	28.72	5.4	24.18	9.5
Level 5	23.88	15.2	—	—	—	—
Level 9	28.27	6.6	—	—	—	—
Registered nurses	28.39	3.8	29.12	3.9	—	—
Level 9	27.78	7.3	—	—	—	—
Therapists	27.41	3.3	—	—	—	—
Licensed practical and licensed vocational nurses	17.82	2.0	17.81	2.0	—	—
Healthcare support occupations	12.02	9.5	12.00	9.7	—	—
Level 3	12.37	8.4	12.39	8.5	—	—
Level 4	11.56	10.0	11.47	10.0	—	—
Nursing, psychiatric, and home health aides	10.95	3.2	10.87	2.9	—	—
Level 3	11.21	5.1	11.19	5.4	—	—
Level 4	10.65	6.0	—	—	—	—
Nursing aides, orderlies, and attendants	11.81	.8	11.71	.8	—	—
Food preparation and serving related occupations	7.31	1.8	9.43	9.4	6.02	2.6
Level 1	6.17	28.9	—	—	6.81	19.8
Level 2	7.23	10.1	9.34	12.4	5.58	10.9
Cooks	10.31	2.2	—	—	—	—
Level 2	9.78	3.5	—	—	—	—
Food service, tipped	3.06	5.4	—	—	3.08	5.5
Waiters and waitresses	2.94	1.3	—	—	2.95	1.6
Fast food and counter workers	8.55	8.0	—	—	7.34	5.1
Level 2	7.87	5.1	—	—	—	—
Combined food preparation and serving workers, including fast food	8.61	9.6	—	—	—	—
Building and grounds cleaning and maintenance occupations	9.92	5.5	—	—	—	—
Level 1	8.72	3.3	—	—	—	—
Level 3	11.00	5.2	—	—	—	—
Building cleaning workers	9.28	3.5	—	—	—	—
Level 1	8.72	3.3	—	—	—	—
Level 3	10.26	4.9	—	—	—	—
Sales and related occupations	13.95	8.3	18.21	8.6	7.91	.6

See footnotes at end of table.

Table 2. **Civilian workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, York-Hanover, PA, September 2007** — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Sales and related occupations —Continued						
Level 2	\$8.51	4.1	\$10.51	6.6	—	—
Level 3	8.41	4.9	—	—	—	—
Level 4	12.35	2.0	12.64	3.9	—	—
Level 6	23.49	17.9	23.49	17.9	—	—
First-line supervisors/managers, sales workers	27.62	20.4	27.62	20.4	—	—
Retail sales workers	9.07	.5	11.16	3.1	\$7.91	0.6
Level 2	8.51	4.1	10.51	6.6	—	—
Level 3	8.41	4.9	—	—	—	—
Level 4	12.14	1.8	12.52	5.4	—	—
Cashiers, all workers	8.34	6.0	10.24	6.4	7.60	2.8
Cashiers	8.34	6.0	10.24	6.4	7.60	2.8
Retail salespersons	10.14	.8	11.56	4.8	8.50	2.6
Level 4	12.23	3.0	—	—	—	—
Office and administrative support occupations						
Level 2	13.55	5.2	14.13	4.1	9.02	13.0
Level 3	10.40	8.2	10.42	8.3	9.17	5.5
Level 4	13.07	7.8	13.25	8.0	—	—
Level 5	15.35	3.9	15.58	3.7	—	—
Level 5	17.16	5.4	17.16	5.4	—	—
Not able to be leveled	12.60	3.9	12.63	4.0	—	—
Financial clerks	12.64	4.1	12.67	4.0	—	—
Level 4	14.00	4.5	14.00	4.5	—	—
Bookkeeping, accounting, and auditing clerks	13.41	6.1	13.41	6.1	—	—
Level 4	14.00	4.9	14.00	4.9	—	—
Tellers	11.63	2.8	11.67	2.7	—	—
Customer service representatives	13.91	7.0	13.91	7.0	—	—
Stock clerks and order fillers	—	—	11.62	21.6	—	—
Secretaries and administrative assistants	17.26	5.6	18.53	2.7	—	—
Level 4	16.56	10.6	—	—	—	—
Secretaries, except legal, medical, and executive	17.62	5.8	18.56	3.3	—	—
Office clerks, general	13.41	5.3	13.46	5.4	—	—
Level 4	15.51	5.4	15.51	5.4	—	—
Construction and extraction occupations						
Level 3	19.04	4.9	19.03	4.9	—	—
Level 7	15.84	.3	15.84	.3	—	—
Level 7	25.63	15.9	25.63	15.9	—	—
Installation, maintenance, and repair occupations						
Level 4	19.40	7.3	19.45	7.3	—	—
Level 5	14.55	5.1	14.55	5.1	—	—
Level 5	19.77	7.1	19.77	7.1	—	—
Level 6	21.21	12.1	21.21	12.1	—	—
Level 7	24.02	6.3	24.02	6.3	—	—
Industrial machinery installation, repair, and maintenance workers	18.39	4.6	18.39	4.6	—	—
Level 7	21.21	2.4	21.21	2.4	—	—
Industrial machinery mechanics	20.85	2.9	20.85	2.9	—	—
Production occupations						
Level 2	15.10	5.9	15.12	5.8	—	—
Level 2	10.04	14.2	10.04	14.2	—	—
Level 3	13.52	9.2	13.52	9.2	—	—
Level 4	16.55	.1	16.55	.1	—	—
Level 5	17.78	2.1	17.86	2.7	—	—
Level 6	20.70	3.9	20.70	3.9	—	—
Level 7	23.92	5.2	23.92	5.2	—	—
First-line supervisors/managers of production and operating workers	23.28	1.1	23.28	1.1	—	—
Miscellaneous assemblers and fabricators	15.50	13.5	15.50	13.5	—	—
Miscellaneous food processing workers	14.71	5.0	14.71	5.0	—	—
Machine tool cutting setters, operators, and tenders, metal and plastic	15.01	9.9	15.01	9.9	—	—
Cutting, punching, and press machine setters, operators, and tenders, metal and plastic	14.74	6.2	14.74	6.2	—	—
Welding, soldering, and brazing workers	19.43	15.0	19.43	15.0	—	—
Welders, cutters, solderers, and brazers	19.75	14.1	19.75	14.1	—	—
Miscellaneous metalworkers and plastic workers	18.79	20.9	18.79	20.9	—	—

See footnotes at end of table.

Table 2. **Civilian workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, York-Hanover, PA, September 2007** — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Production occupations —Continued						
Printers	\$20.43	1.3	\$20.43	1.3	—	—
Printing machine operators	21.06	1.6	21.06	1.6	—	—
Inspectors, testers, sorters, samplers, and weighers	19.30	1.2	19.58	2.6	—	—
Packaging and filling machine operators and tenders	14.94	2.3	14.94	2.3	—	—
Miscellaneous production workers	11.09	19.4	11.12	19.4	—	—
Level 6	19.82	.0	19.82	.0	—	—
Transportation and material moving occupations						
Level 2	13.96	3.3	14.11	3.5	—	—
Level 3	12.20	8.9	12.20	8.9	—	—
Level 3	14.70	9.1	14.70	9.1	—	—
Level 4	16.03	2.3	16.03	2.3	—	—
Level 5	19.09	6.7	19.09	6.7	—	—
Driver/sales workers and truck drivers	15.13	3.5	15.13	3.5	—	—
Truck drivers, heavy and tractor-trailer	16.23	2.5	16.23	2.5	—	—
Industrial truck and tractor operators	15.30	6.5	15.30	6.5	—	—
Laborers and material movers, hand	13.22	4.0	13.35	4.4	—	—
Level 3	14.33	8.8	14.33	8.8	—	—
Laborers and freight, stock, and material movers, hand	—	—	14.30	4.2	—	—
Packers and packagers, hand	11.67	6.3	11.90	6.9	—	—

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. See appendix A for more information.

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 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.

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

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.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups may include data for categories not shown separately

Table 3. Private industry workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, York-Hanover, PA, September 2007

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
All workers	\$16.74	4.0	\$17.86	4.1	\$9.52	7.3
Management occupations	33.66	7.7	33.66	7.7	—	—
Business and financial operations occupations	26.03	12.6	26.03	12.6	—	—
Accountants and auditors	22.04	12.6	22.04	12.6	—	—
Computer and mathematical science occupations	23.20	9.0	23.20	9.0	—	—
Architecture and engineering occupations	33.48	4.2	33.96	4.0	—	—
Level 9	33.94	2.6	33.94	2.6	—	—
Level 11	40.66	6.1	40.66	6.1	—	—
Engineers	35.62	4.0	36.43	2.8	—	—
Level 9	33.94	2.6	33.94	2.6	—	—
Level 11	40.66	6.1	40.66	6.1	—	—
Mechanical engineers	38.24	2.6	38.24	2.6	—	—
Engineering technicians, except drafters	23.97	3.7	23.97	3.7	—	—
Healthcare practitioner and technical occupations	27.81	5.4	28.58	5.5	24.18	9.5
Level 5	23.88	15.2	—	—	—	—
Level 9	28.27	6.6	—	—	—	—
Registered nurses	28.09	3.4	28.85	1.6	—	—
Level 9	27.78	7.3	—	—	—	—
Therapists	27.41	3.3	—	—	—	—
Licensed practical and licensed vocational nurses	17.82	2.0	17.81	2.0	—	—
Healthcare support occupations	11.93	9.8	11.91	10.0	—	—
Level 3	12.37	8.4	12.39	8.5	—	—
Level 4	11.29	9.8	11.18	9.6	—	—
Nursing, psychiatric, and home health aides	10.95	3.2	10.87	2.9	—	—
Level 3	11.21	5.1	11.19	5.4	—	—
Level 4	10.65	6.0	—	—	—	—
Nursing aides, orderlies, and attendants	11.81	.8	11.71	.8	—	—
Food preparation and serving related occupations	7.25	2.0	9.43	9.4	5.88	2.1
Level 1	5.90	31.9	—	—	—	—
Level 2	7.19	10.2	9.34	12.4	5.46	9.0
Cooks	10.29	2.1	—	—	—	—
Level 2	9.78	3.5	—	—	—	—
Food service, tipped	3.06	5.4	—	—	3.08	5.5
Waiters and waitresses	2.94	1.3	—	—	2.95	1.6
Fast food and counter workers	8.53	8.3	—	—	7.18	4.7
Level 2	7.82	5.8	—	—	—	—
Combined food preparation and serving workers, including fast food	8.61	9.6	—	—	—	—
Building and grounds cleaning and maintenance occupations	9.62	4.1	—	—	—	—
Level 1	8.74	3.6	—	—	—	—
Level 3	11.07	5.9	—	—	—	—
Building cleaning workers	9.25	3.6	—	—	—	—
Level 1	8.74	3.6	—	—	—	—
Sales and related occupations	13.95	8.3	18.21	8.6	7.91	.6
Level 2	8.51	4.1	10.51	6.6	—	—
Level 3	8.41	4.9	—	—	—	—
Level 4	12.35	2.0	12.64	3.9	—	—
Level 6	23.49	17.9	23.49	17.9	—	—
First-line supervisors/managers, sales workers	27.62	20.4	27.62	20.4	—	—
Retail sales workers	9.07	.5	11.16	3.1	7.91	.6
Level 2	8.51	4.1	10.51	6.6	—	—
Level 3	8.41	4.9	—	—	—	—
Level 4	12.14	1.8	12.52	5.4	—	—
Cashiers, all workers	8.34	6.0	10.24	6.4	7.60	2.8
Cashiers	8.34	6.0	10.24	6.4	7.60	2.8
Retail salespersons	10.14	.8	11.56	4.8	8.50	2.6
Level 4	12.23	3.0	—	—	—	—

See footnotes at end of table.

Table 3. Private industry workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, York-Hanover, PA, September 2007 — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Office and administrative support occupations	\$13.52	5.4	\$14.13	4.3	\$9.02	13.0
Level 2	10.40	9.1	10.43	9.3	9.17	5.5
Level 3	13.22	8.1	13.41	8.4	—	—
Level 4	15.35	3.9	15.58	3.7	—	—
Level 5	16.87	7.1	16.87	7.1	—	—
Not able to be leveled	12.60	3.9	12.63	4.0	—	—
Financial clerks	12.64	4.1	12.67	4.0	—	—
Level 4	14.00	4.5	14.00	4.5	—	—
Bookkeeping, accounting, and auditing clerks	13.41	6.1	13.41	6.1	—	—
Level 4	14.00	4.9	14.00	4.9	—	—
Tellers	11.63	2.8	11.67	2.7	—	—
Customer service representatives	13.91	7.0	13.91	7.0	—	—
Stock clerks and order fillers	—	—	11.62	21.6	—	—
Secretaries and administrative assistants	16.92	7.6	18.60	3.8	—	—
Level 4	16.56	10.6	—	—	—	—
Secretaries, except legal, medical, and executive	17.39	7.6	—	—	—	—
Office clerks, general	13.63	5.4	13.70	5.6	—	—
Level 4	15.51	5.4	15.51	5.4	—	—
Construction and extraction occupations	19.10	5.0	19.10	5.0	—	—
Level 3	15.84	.3	15.84	.3	—	—
Level 7	25.63	15.9	25.63	15.9	—	—
Installation, maintenance, and repair occupations	19.61	7.3	19.66	7.3	—	—
Level 5	20.49	7.5	20.49	7.5	—	—
Level 6	21.21	12.1	21.21	12.1	—	—
Level 7	24.02	6.3	24.02	6.3	—	—
Industrial machinery installation, repair, and maintenance workers	19.25	2.8	19.25	2.8	—	—
Level 7	21.21	2.4	21.21	2.4	—	—
Industrial machinery mechanics	20.85	2.9	20.85	2.9	—	—
Production occupations	15.13	6.0	15.15	5.9	—	—
Level 2	10.04	14.2	10.04	14.2	—	—
Level 3	13.52	9.2	13.52	9.2	—	—
Level 4	16.56	.1	16.56	.1	—	—
Level 5	17.78	2.1	17.86	2.7	—	—
Level 6	20.70	3.9	20.70	3.9	—	—
Level 7	23.92	5.2	23.92	5.2	—	—
First-line supervisors/managers of production and operating workers	23.28	1.1	23.28	1.1	—	—
Miscellaneous assemblers and fabricators	15.50	13.5	15.50	13.5	—	—
Miscellaneous food processing workers	14.71	5.0	14.71	5.0	—	—
Machine tool cutting setters, operators, and tenders, metal and plastic	15.01	9.9	15.01	9.9	—	—
Cutting, punching, and press machine setters, operators, and tenders, metal and plastic	14.74	6.2	14.74	6.2	—	—
Welding, soldering, and brazing workers	19.43	15.0	19.43	15.0	—	—
Welders, cutters, solderers, and brazers	19.75	14.1	19.75	14.1	—	—
Miscellaneous metalworkers and plastic workers	18.79	20.9	18.79	20.9	—	—
Printers	20.43	1.3	20.43	1.3	—	—
Printing machine operators	21.06	1.6	21.06	1.6	—	—
Inspectors, testers, sorters, samplers, and weighers	19.30	1.2	19.58	2.6	—	—
Packaging and filling machine operators and tenders	14.94	2.3	14.94	2.3	—	—
Miscellaneous production workers	11.09	19.4	11.12	19.4	—	—
Level 6	19.82	.0	19.82	.0	—	—
Transportation and material moving occupations	13.99	3.3	14.11	3.5	—	—
Level 2	12.20	8.9	12.20	8.9	—	—
Level 3	14.70	9.1	14.70	9.1	—	—
Level 4	16.03	2.3	16.03	2.3	—	—
Level 5	19.09	6.7	19.09	6.7	—	—
Driver/sales workers and truck drivers	15.13	3.5	15.13	3.5	—	—
Truck drivers, heavy and tractor-trailer	16.23	2.5	16.23	2.5	—	—
Industrial truck and tractor operators	15.30	6.5	15.30	6.5	—	—
Laborers and material movers, hand	13.22	4.0	13.35	4.4	—	—

See footnotes at end of table.

Table 3. Private industry workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, York-Hanover, PA, September 2007 — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Transportation and material moving occupations —Continued						
Laborers and material movers, hand —Continued						
Level 3	\$14.33	8.8	\$14.33	8.8	—	—
Laborers and freight, stock, and material movers, hand	—	—	14.30	4.2	—	—
Packers and packagers, hand	11.67	6.3	11.90	6.9	—	—

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. See appendix A for more information.

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 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.

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

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.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups may include data for categories not shown separately.

Table 4. State and local government workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, York-Hanover, PA, September 2007

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
All workers	\$26.11	14.3	\$26.96	12.7	\$10.47	14.4
Education, training, and library occupations	32.11	8.8	32.87	5.5	–	–
Level 9	39.65	2.6	39.68	2.6	–	–
Primary, secondary, and special education school teachers	40.15	3.8	40.15	3.8	–	–
Level 9	40.33	3.6	40.33	3.6	–	–
Elementary and middle school teachers	39.57	3.8	39.57	3.8	–	–
Level 9	39.75	3.8	39.75	3.8	–	–
Protective service occupations	20.57	.0	–	–	–	–
Office and administrative support occupations	14.03	12.6	14.03	12.6	–	–

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

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 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.

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

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.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups may include data for categories not shown separately

Table 5. Combined work levels¹ for civilian workers: Mean hourly earnings² for full-time and part-time workers³, York-Hanover, PA, September 2007

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
All workers	\$17.46	4.3	\$18.61	4.4	\$9.55	7.2
Management occupations	34.47	6.6	34.47	6.6	—	—
Group III	39.68	7.2	—	—	—	—
Business and financial operations occupations	25.73	11.3	25.73	11.3	—	—
Group II	22.05	6.6	—	—	—	—
Group III	32.76	16.2	—	—	—	—
Accountants and auditors	22.04	12.6	22.04	12.6	—	—
Computer and mathematical science occupations	23.20	9.0	23.20	9.0	—	—
Group II	20.75	10.7	—	—	—	—
Architecture and engineering occupations	33.48	4.2	33.96	4.0	—	—
Group II	29.49	6.6	—	—	—	—
Group III	37.69	4.6	—	—	—	—
Engineers	35.62	4.0	36.43	2.8	—	—
Group III	37.69	4.6	—	—	—	—
Mechanical engineers	38.24	2.6	38.24	2.6	—	—
Group III	38.24	2.6	38.24	2.6	—	—
Engineering technicians, except drafters	23.97	3.7	23.97	3.7	—	—
Community and social services occupations	22.51	20.1	23.70	20.5	—	—
Education, training, and library occupations	32.86	6.8	33.55	4.2	—	—
Group III	40.51	1.6	—	—	—	—
Primary, secondary, and special education school teachers	40.15	3.8	40.15	3.8	—	—
Group III	40.33	3.6	—	—	—	—
Elementary and middle school teachers	39.57	3.8	39.57	3.8	—	—
Group III	39.75	3.8	—	—	—	—
Healthcare practitioner and technical occupations	27.96	5.3	28.72	5.4	24.18	9.5
Group II	24.85	6.4	—	—	—	—
Group III	35.85	7.0	—	—	—	—
Registered nurses	28.39	3.8	29.12	3.9	—	—
Group II	27.48	6.0	27.66	6.3	—	—
Group III	29.47	8.8	31.39	4.3	—	—
Therapists	27.41	3.3	—	—	—	—
Licensed practical and licensed vocational nurses	17.82	2.0	17.81	2.0	—	—
Group II	17.86	2.1	—	—	—	—
Healthcare support occupations	12.02	9.5	12.00	9.7	—	—
Group I	12.02	9.5	—	—	—	—
Nursing, psychiatric, and home health aides	10.95	3.2	10.87	2.9	—	—
Group I	10.95	3.2	—	—	—	—
Nursing aides, orderlies, and attendants	11.81	.8	11.71	.8	—	—
Group I	11.81	.8	11.71	.8	—	—
Food preparation and serving related occupations	7.31	1.8	9.43	9.4	6.02	2.6
Group I	7.31	1.8	—	—	—	—
Cooks	10.31	2.2	—	—	—	—
Group I	10.31	2.2	—	—	—	—
Food service, tipped	3.06	5.4	—	—	3.08	5.5
Group I	3.06	5.4	—	—	—	—
Waiters and waitresses	2.94	1.3	—	—	2.95	1.6
Group I	2.94	1.3	—	—	2.95	1.6
Fast food and counter workers	8.55	8.0	—	—	7.34	5.1
Group I	8.55	8.0	—	—	—	—
Combined food preparation and serving workers, including fast food	8.61	9.6	—	—	—	—
Group I	8.61	9.6	—	—	—	—
Building and grounds cleaning and maintenance occupations	9.92	5.5	—	—	—	—
Group I	9.62	3.9	—	—	—	—
Building cleaning workers	9.28	3.5	—	—	—	—

See footnotes at end of table.

Table 5. Combined work levels¹ for civilian workers: Mean hourly earnings² for full-time and part-time workers³, York-Hanover, PA, September 2007 — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Building and grounds cleaning and maintenance occupations —Continued						
Building cleaning workers —Continued						
Group I	\$9.28	3.5	—	—	—	—
Sales and related occupations						
Group I	13.95	8.3	\$18.21	8.6	\$7.91	0.6
Group II	9.32	3.0	—	—	—	—
First-line supervisors/managers, sales workers	24.30	11.2	—	—	—	—
Group II	27.62	20.4	27.62	20.4	—	—
Retail sales workers	27.62	20.4	—	—	—	—
Group I	9.07	.5	11.16	3.1	7.91	.6
Cashiers, all workers	9.02	.3	—	—	—	—
Group I	8.34	6.0	10.24	6.4	7.60	2.8
Cashiers	8.32	6.6	—	—	—	—
Group I	8.34	6.0	10.24	6.4	7.60	2.8
Retail salespersons	8.32	6.6	10.24	6.4	7.52	4.1
Group I	10.14	.8	11.56	4.8	8.50	2.6
Group I	10.18	.5	11.71	7.0	8.30	5.1
Office and administrative support occupations						
Group I	13.55	5.2	14.13	4.1	9.02	13.0
Group II	12.83	5.6	—	—	—	—
Financial clerks	18.14	3.8	—	—	—	—
Group I	12.64	4.1	12.67	4.0	—	—
Bookkeeping, accounting, and auditing clerks	12.75	4.0	—	—	—	—
Group I	13.41	6.1	13.41	6.1	—	—
Tellers	13.41	6.1	13.41	6.1	—	—
Customer service representatives	11.63	2.8	11.67	2.7	—	—
Stock clerks and order fillers	13.91	7.0	13.91	7.0	—	—
Secretaries and administrative assistants	—	—	11.62	21.6	—	—
Group I	17.26	5.6	18.53	2.7	—	—
Secretaries, except legal, medical, and executive	16.30	10.9	—	—	—	—
Group I	17.62	5.8	18.56	3.3	—	—
Office clerks, general	16.95	9.6	—	—	—	—
Group I	13.41	5.3	13.46	5.4	—	—
Group I	13.77	5.5	13.78	5.5	—	—
Construction and extraction occupations						
Group I	19.04	4.9	19.03	4.9	—	—
Group II	15.90	5.5	—	—	—	—
Group II	23.92	9.9	—	—	—	—
Installation, maintenance, and repair occupations						
Group I	19.40	7.3	19.45	7.3	—	—
Group II	12.84	11.3	—	—	—	—
Industrial machinery installation, repair, and maintenance workers	21.75	6.7	—	—	—	—
Group II	18.39	4.6	18.39	4.6	—	—
Industrial machinery mechanics	18.84	5.2	—	—	—	—
Group II	20.85	2.9	20.85	2.9	—	—
Group II	20.85	2.9	20.85	2.9	—	—
Production occupations						
Group I	15.10	5.9	15.12	5.8	—	—
Group II	12.73	7.6	—	—	—	—
First-line supervisors/managers of production and operating workers	20.02	4.9	—	—	—	—
Group II	23.28	1.1	23.28	1.1	—	—
Miscellaneous assemblers and fabricators	21.67	2.6	21.67	2.6	—	—
Group I	15.50	13.5	15.50	13.5	—	—
Miscellaneous food processing workers	15.50	13.5	—	—	—	—
Machine tool cutting setters, operators, and tenders, metal and plastic	14.71	5.0	14.71	5.0	—	—
Group I	15.01	9.9	15.01	9.9	—	—
Cutting, punching, and press machine setters, operators, and tenders, metal and plastic	14.10	2.2	—	—	—	—
Group I	14.74	6.2	14.74	6.2	—	—
Welding, soldering, and brazing workers	13.91	.9	13.91	.9	—	—
Group II	19.43	15.0	19.43	15.0	—	—
Group II	22.12	.1	—	—	—	—

See footnotes at end of table.

Table 5. Combined work levels¹ for civilian workers: Mean hourly earnings² for full-time and part-time workers³, York-Hanover, PA, September 2007 — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Production occupations —Continued						
Welders, cutters, solderers, and brazers	\$19.75	14.1	\$19.75	14.1	—	—
Miscellaneous metalworkers and plastic workers	18.79	20.9	18.79	20.9	—	—
Printers	20.43	1.3	20.43	1.3	—	—
Group II	21.18	2.2	—	—	—	—
Printing machine operators	21.06	1.6	21.06	1.6	—	—
Group II	21.34	3.8	21.34	3.8	—	—
Inspectors, testers, sorters, samplers, and weighers	19.30	1.2	19.58	2.6	—	—
Group II	20.74	3.3	—	—	—	—
Packaging and filling machine operators and tenders	14.94	2.3	14.94	2.3	—	—
Group I	14.94	2.3	14.94	2.3	—	—
Miscellaneous production workers	11.09	19.4	11.12	19.4	—	—
Group I	9.64	8.2	—	—	—	—
Group II	19.90	1.9	—	—	—	—
Transportation and material moving occupations						
Group I	13.96	3.3	14.11	3.5	—	—
Group II	13.58	3.6	—	—	—	—
Group II	19.09	6.7	—	—	—	—
Driver/sales workers and truck drivers	15.13	3.5	15.13	3.5	—	—
Group I	14.81	4.9	—	—	—	—
Truck drivers, heavy and tractor-trailer	16.23	2.5	16.23	2.5	—	—
Industrial truck and tractor operators	15.30	6.5	15.30	6.5	—	—
Group I	15.30	6.5	15.30	6.5	—	—
Laborers and material movers, hand	13.22	4.0	13.35	4.4	—	—
Group I	12.91	5.2	—	—	—	—
Laborers and freight, stock, and material movers, hand	—	—	14.30	4.2	—	—
Packers and packagers, hand	11.67	6.3	11.90	6.9	—	—
Group I	11.67	6.3	11.90	6.9	—	—

¹ Combined work levels simplify the presentation of work levels by combining levels 1 through 15 into four broad groups. Group I combines levels 1-4, group II combines levels 5-8, group III combines levels 9-12, and group IV combines levels 13-15.

² Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours. See appendix A for more information.

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

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.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups may include data for categories not shown separately.

Table 6. Civilian workers: Hourly wage percentiles¹, York-Hanover, PA, September 2007

Occupation ²	10	25	Median 50	75	90
All workers	\$8.00	\$10.50	\$15.00	\$21.25	\$30.76
Management occupations	20.67	24.99	36.58	38.72	50.88
Business and financial operations occupations	16.80	19.54	21.25	27.89	42.00
Accountants and auditors	16.80	18.46	19.55	21.25	24.00
Computer and mathematical science occupations	13.00	17.40	24.04	28.13	33.46
Architecture and engineering occupations	25.47	29.58	33.17	36.86	40.31
Engineers	29.87	31.87	34.33	37.63	47.12
Mechanical engineers	32.20	35.87	37.63	39.90	45.13
Engineering technicians, except drafters	17.69	22.35	23.89	27.18	29.69
Community and social services occupations	13.00	14.50	17.05	26.26	44.61
Education, training, and library occupations	10.50	20.13	33.63	46.20	51.50
Primary, secondary, and special education school teachers	27.06	30.26	40.25	47.40	54.97
Elementary and middle school teachers	26.91	29.98	38.98	47.42	53.24
Healthcare practitioner and technical occupations	17.60	20.09	26.37	30.13	43.88
Registered nurses	22.52	24.52	27.04	31.00	34.42
Therapists	24.60	26.12	26.37	27.74	33.97
Licensed practical and licensed vocational nurses	15.49	16.43	18.11	18.63	19.91
Healthcare support occupations	9.00	10.00	11.34	13.90	15.38
Nursing, psychiatric, and home health aides	9.00	10.00	10.94	12.01	13.48
Nursing aides, orderlies, and attendants	10.40	10.93	11.34	13.28	14.12
Food preparation and serving related occupations	2.83	3.35	7.89	8.95	12.00
Cooks	8.00	8.50	10.25	12.00	12.74
Food service, tipped	2.83	2.83	2.83	3.10	3.35
Waiters and waitresses	2.83	2.83	2.83	3.00	3.35
Fast food and counter workers	6.65	7.00	7.89	8.43	13.14
Combined food preparation and serving workers, including fast food	6.65	7.00	7.89	8.50	13.14
Building and grounds cleaning and maintenance occupations	8.00	8.20	9.25	10.50	12.00
Building cleaning workers	8.00	8.04	8.75	10.00	10.75
Sales and related occupations	7.15	7.85	10.01	16.50	30.98
First-line supervisors/managers, sales workers	18.00	20.19	29.08	38.50	38.50
Retail sales workers	6.84	7.40	8.25	9.98	12.65
Cashiers, all workers	6.84	7.15	8.17	8.85	10.35
Cashiers	6.84	7.15	8.17	8.85	10.35
Retail salespersons	7.25	7.85	9.35	11.50	13.65
Office and administrative support occupations	8.28	11.25	12.76	16.20	19.22
Financial clerks	10.00	11.25	11.36	14.76	15.00
Bookkeeping, accounting, and auditing clerks	11.33	11.75	14.76	15.00	15.07
Tellers	10.00	10.56	11.25	11.25	14.25
Customer service representatives	11.64	11.64	14.73	15.39	17.45
Secretaries and administrative assistants	11.82	14.51	18.42	19.22	19.40
Secretaries, except legal, medical, and executive	11.82	14.51	18.99	19.22	19.22
Office clerks, general	11.50	11.51	12.93	14.88	17.64
Construction and extraction occupations	13.00	15.25	18.00	22.00	25.00
Installation, maintenance, and repair occupations	12.00	15.56	19.50	21.92	27.25
Industrial machinery installation, repair, and maintenance workers	14.09	15.89	19.25	20.71	22.25
Industrial machinery mechanics	16.44	20.02	20.71	21.91	23.26
Production occupations	8.34	10.00	14.55	19.26	22.19
First-line supervisors/managers of production and operating workers	13.00	17.00	17.73	30.29	33.37
Miscellaneous assemblers and fabricators	8.50	8.60	17.53	20.63	22.31
Miscellaneous food processing workers	13.68	13.68	14.88	16.18	16.19

See footnotes at end of table.

Table 6. **Civilian workers: Hourly wage percentiles¹, York-Hanover, PA, September 2007** — Continued

Occupation ²	10	25	Median 50	75	90
Production occupations —Continued					
Machine tool cutting setters, operators, and tenders, metal and plastic	\$11.90	\$12.50	\$14.00	\$16.65	\$19.91
Cutting, punching, and press machine setters, operators, and tenders, metal and plastic	11.90	12.30	13.41	16.76	19.91
Welding, soldering, and brazing workers	13.80	16.00	20.97	22.23	22.23
Welders, cutters, solderers, and brazers	15.90	17.70	20.97	22.23	22.23
Miscellaneous metalworkers and plastic workers	13.91	13.95	15.93	24.80	24.80
Printers	18.40	18.40	20.74	21.63	22.75
Printing machine operators	20.03	20.08	21.63	22.75	22.75
Inspectors, testers, sorters, samplers, and weighers	13.08	16.43	21.32	21.61	26.44
Packaging and filling machine operators and tenders	14.06	14.11	15.63	15.92	16.18
Miscellaneous production workers	7.50	8.00	9.00	13.15	19.24
Transportation and material moving occupations					
Driver/sales workers and truck drivers	9.00	12.52	13.45	16.18	18.00
Truck drivers, heavy and tractor-trailer	11.50	14.00	16.18	16.25	18.00
Truck drivers, heavy and tractor-trailer	15.00	15.88	16.18	16.65	18.00
Industrial truck and tractor operators	12.12	14.07	15.58	16.81	18.98
Laborers and material movers, hand	9.00	12.45	13.44	13.45	15.48
Packers and packagers, hand	9.00	9.00	12.45	13.16	13.75

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups may include data for categories not shown separately

Table 7. Private industry workers: Hourly wage percentiles¹, York-Hanover, PA, September 2007

Occupation ²	10	25	Median 50	75	90
All workers	\$8.00	\$10.28	\$14.55	\$20.63	\$29.25
Management occupations	20.67	24.99	31.89	38.72	42.52
Business and financial operations occupations	16.80	19.55	21.25	29.84	42.00
Accountants and auditors	16.80	18.46	19.55	21.25	24.00
Computer and mathematical science occupations	13.00	17.40	24.04	28.13	33.46
Architecture and engineering occupations	25.47	29.58	33.17	36.86	40.31
Engineers	29.87	31.87	34.33	37.63	47.12
Mechanical engineers	32.20	35.87	37.63	39.90	45.13
Engineering technicians, except drafters	17.69	22.35	23.89	27.18	29.69
Healthcare practitioner and technical occupations	17.60	20.09	26.37	30.13	43.21
Registered nurses	22.52	25.01	27.04	30.00	33.93
Therapists	24.60	26.12	26.37	27.74	33.97
Licensed practical and licensed vocational nurses	15.49	16.43	18.11	18.63	19.91
Healthcare support occupations	9.00	10.00	11.29	13.49	15.38
Nursing, psychiatric, and home health aides	9.00	10.00	10.94	12.01	13.48
Nursing aides, orderlies, and attendants	10.40	10.93	11.34	13.28	14.12
Food preparation and serving related occupations	2.83	3.35	7.89	8.50	12.00
Cooks	8.00	8.50	10.25	12.00	12.74
Food service, tipped	2.83	2.83	2.83	3.10	3.35
Waiters and waitresses	2.83	2.83	2.83	3.00	3.35
Fast food and counter workers	6.65	7.00	7.89	8.43	13.14
Combined food preparation and serving workers, including fast food	6.65	7.00	7.89	8.50	13.14
Building and grounds cleaning and maintenance occupations	8.00	8.15	9.00	10.40	11.75
Building cleaning workers	8.00	8.00	8.75	10.00	10.50
Sales and related occupations	7.15	7.85	10.01	16.50	30.98
First-line supervisors/managers, sales workers	18.00	20.19	29.08	38.50	38.50
Retail sales workers	6.84	7.40	8.25	9.98	12.65
Cashiers, all workers	6.84	7.15	8.17	8.85	10.35
Cashiers	6.84	7.15	8.17	8.85	10.35
Retail salespersons	7.25	7.85	9.35	11.50	13.65
Office and administrative support occupations	8.28	11.25	12.68	15.97	19.22
Financial clerks	10.00	11.25	11.36	14.76	15.00
Bookkeeping, accounting, and auditing clerks	11.33	11.75	14.76	15.00	15.07
Tellers	10.00	10.56	11.25	11.25	14.25
Customer service representatives	11.64	11.64	14.73	15.39	17.45
Secretaries and administrative assistants	11.82	14.51	19.22	19.22	19.40
Secretaries, except legal, medical, and executive	11.82	14.51	19.22	19.22	19.40
Office clerks, general	11.50	11.51	13.05	15.44	17.64
Construction and extraction occupations	13.00	15.25	18.00	22.00	25.10
Installation, maintenance, and repair occupations	12.25	16.44	19.50	22.50	27.25
Industrial machinery installation, repair, and maintenance workers	15.27	18.37	19.32	21.20	23.26
Industrial machinery mechanics	16.44	20.02	20.71	21.91	23.26
Production occupations	8.12	10.00	14.55	19.53	22.19
First-line supervisors/managers of production and operating workers	13.00	17.00	17.73	30.29	33.37
Miscellaneous assemblers and fabricators	8.50	8.60	17.53	20.63	22.31
Miscellaneous food processing workers	13.68	13.68	14.88	16.18	16.19
Machine tool cutting setters, operators, and tenders, metal and plastic	11.90	12.50	14.00	16.65	19.91
Cutting, punching, and press machine setters, operators, and tenders, metal and plastic	11.90	12.30	13.41	16.76	19.91
Welding, soldering, and brazing workers	13.80	16.00	20.97	22.23	22.23
Welders, cutters, solderers, and brazers	15.90	17.70	20.97	22.23	22.23
Miscellaneous metalworkers and plastic workers	13.91	13.95	15.93	24.80	24.80

See footnotes at end of table.

Table 7. Private industry workers: Hourly wage percentiles¹, York-Hanover, PA, September 2007 —
Continued

Occupation ²	10	25	Median 50	75	90
Production occupations –Continued					
Printers	\$18.40	\$18.40	\$20.74	\$21.63	\$22.75
Printing machine operators	20.03	20.08	21.63	22.75	22.75
Inspectors, testers, sorters, samplers, and weighers	13.08	16.43	21.32	21.61	26.44
Packaging and filling machine operators and tenders	14.06	14.11	15.63	15.92	16.18
Miscellaneous production workers	7.50	8.00	9.00	13.15	19.24
Transportation and material moving occupations					
Driver/sales workers and truck drivers	9.00	12.52	13.45	16.18	18.00
Truck drivers, heavy and tractor-trailer	11.50	14.00	16.18	16.25	18.00
Truck drivers, heavy and tractor-trailer	15.00	15.88	16.18	16.65	18.00
Industrial truck and tractor operators	12.12	14.07	15.58	16.81	18.98
Laborers and material movers, hand	9.00	12.45	13.44	13.45	15.48
Packers and packagers, hand	9.00	9.00	12.45	13.16	13.75

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups may include data for categories not shown separately

Table 8. State and local government workers: Hourly wage percentiles¹, York-Hanover, PA, September 2007

Occupation ²	10	25	Median 50	75	90
All workers	\$9.65	\$13.74	\$23.91	\$38.02	\$47.40
Education, training, and library occupations	10.45	13.74	32.94	45.89	49.26
Primary, secondary, and special education school teachers	27.06	30.26	40.25	47.40	54.97
Elementary and middle school teachers	26.91	29.98	38.98	47.42	53.24
Protective service occupations	16.26	18.51	19.01	24.20	26.73
Office and administrative support occupations	9.45	10.07	12.76	18.42	18.42

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups may include data for categories not shown separately

Table 9. Full-time¹ civilian workers: Hourly wage percentiles², York-Hanover, PA, September 2007

Occupation ³	Full-time workers				
	10	25	Median 50	75	90
All workers	\$9.00	\$11.92	\$16.00	\$21.92	\$32.13
Management occupations	20.67	24.99	36.58	38.72	50.88
Business and financial operations occupations	16.80	19.54	21.25	27.89	42.00
Accountants and auditors	16.80	18.46	19.55	21.25	24.00
Computer and mathematical science occupations	13.00	17.40	24.04	28.13	33.46
Architecture and engineering occupations	25.47	29.87	33.80	37.02	41.22
Engineers	30.90	32.29	35.87	37.63	47.12
Mechanical engineers	32.20	35.87	37.63	39.90	45.13
Engineering technicians, except drafters	17.69	22.35	23.89	27.18	29.69
Community and social services occupations	13.94	14.90	18.35	29.22	46.65
Education, training, and library occupations	10.69	21.84	34.82	46.44	51.86
Primary, secondary, and special education school teachers	27.06	30.26	40.25	47.40	54.97
Elementary and middle school teachers	26.91	29.98	38.98	47.42	53.24
Healthcare practitioner and technical occupations	17.60	19.81	26.51	31.01	45.37
Registered nurses	23.15	25.63	29.12	32.13	35.00
Licensed practical and licensed vocational nurses	15.49	16.24	18.11	18.63	19.90
Healthcare support occupations	9.00	10.00	11.30	13.49	15.38
Nursing, psychiatric, and home health aides	9.00	10.00	10.87	11.82	13.07
Nursing aides, orderlies, and attendants	10.40	10.87	11.03	12.88	13.49
Food preparation and serving related occupations	7.89	7.89	8.50	12.00	13.14
Sales and related occupations	9.00	10.64	14.00	22.60	31.73
First-line supervisors/managers, sales workers	18.00	20.19	29.08	38.50	38.50
Retail sales workers	8.42	9.10	10.35	12.70	16.50
Cashiers, all workers	8.42	8.42	9.97	10.55	14.00
Cashiers	8.42	8.42	9.97	10.55	14.00
Retail salespersons	8.50	9.43	10.64	12.85	16.60
Office and administrative support occupations	9.96	11.50	13.47	16.44	19.22
Financial clerks	10.15	11.25	11.36	15.00	15.00
Bookkeeping, accounting, and auditing clerks	11.33	11.75	14.76	15.00	15.07
Tellers	10.00	10.87	11.25	11.25	14.25
Customer service representatives	11.64	11.64	14.73	15.39	17.45
Stock clerks and order fillers	7.15	7.30	8.75	19.31	19.31
Secretaries and administrative assistants	14.72	18.42	19.22	19.22	20.34
Secretaries, except legal, medical, and executive	15.45	18.42	19.22	19.22	19.40
Office clerks, general	11.50	11.51	12.93	15.08	17.64
Construction and extraction occupations	13.00	15.25	18.00	22.00	25.00
Installation, maintenance, and repair occupations	12.00	16.00	19.50	22.25	27.25
Industrial machinery installation, repair, and maintenance workers	14.09	15.89	19.25	20.71	22.25
Industrial machinery mechanics	16.44	20.02	20.71	21.91	23.26
Production occupations	8.34	10.00	14.55	19.30	22.19
First-line supervisors/managers of production and operating workers	13.00	17.00	17.73	30.29	33.37
Miscellaneous assemblers and fabricators	8.50	8.60	17.53	20.63	22.31
Miscellaneous food processing workers	13.68	13.68	14.88	16.18	16.19
Machine tool cutting setters, operators, and tenders, metal and plastic	11.90	12.50	14.00	16.65	19.91
Cutting, punching, and press machine setters, operators, and tenders, metal and plastic	11.90	12.30	13.41	16.76	19.91
Welding, soldering, and brazing workers	13.80	16.00	20.97	22.23	22.23
Welders, cutters, solderers, and brazers	15.90	17.70	20.97	22.23	22.23
Miscellaneous metalworkers and plastic workers	13.91	13.95	15.93	24.80	24.80
Printers	18.40	18.40	20.74	21.63	22.75

See footnotes at end of table.

Table 9. Full-time¹ civilian workers: Hourly wage percentiles², York-Hanover, PA, September 2007 —
Continued

Occupation ³	Full-time workers				
	10	25	Median 50	75	90
Production occupations —Continued					
Printing machine operators	\$20.03	\$20.08	\$21.63	\$22.75	\$22.75
Inspectors, testers, sorters, samplers, and weighers	13.08	16.43	21.32	21.61	26.44
Packaging and filling machine operators and tenders	14.06	14.11	15.63	15.92	16.18
Miscellaneous production workers	7.50	8.00	9.00	13.81	19.24
Transportation and material moving occupations					
Driver/sales workers and truck drivers	9.00	12.90	13.45	16.18	18.00
Truck drivers, heavy and tractor-trailer	11.50	14.00	16.18	16.25	18.00
Truck drivers, heavy and tractor-trailer	15.00	15.88	16.18	16.65	18.00
Industrial truck and tractor operators	12.12	14.07	15.58	16.81	18.98
Laborers and material movers, hand	9.00	12.45	13.45	13.45	16.36
Laborers and freight, stock, and material movers, hand	12.51	13.44	13.45	13.96	21.61
Packers and packagers, hand	9.00	9.00	12.45	13.16	13.75

¹ 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.

² 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.

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups may include data for categories not shown separately

Table 10. Part-time¹ civilian workers: Hourly wage percentiles², York-Hanover, PA, September 2007

Occupation ³	Part-time workers				
	10	25	Median 50	75	90
All workers	\$3.35	\$7.00	\$8.00	\$9.95	\$14.51
Healthcare practitioner and technical occupations	9.95	22.25	25.50	30.09	30.76
Food preparation and serving related occupations	2.83	2.85	6.75	8.00	9.15
Food service, tipped	2.83	2.83	2.85	3.35	3.35
Waiters and waitresses	2.83	2.83	2.83	3.00	3.35
Fast food and counter workers	6.65	6.65	7.00	7.95	8.70
Sales and related occupations	6.84	7.25	7.75	8.25	9.00
Retail sales workers	6.84	7.25	7.75	8.25	9.00
Cashiers, all workers	6.84	6.84	7.30	8.27	8.65
Cashiers	6.84	6.84	7.30	8.27	8.65
Retail salespersons	7.15	7.75	7.85	8.78	10.50
Office and administrative support occupations	6.25	6.30	8.00	11.47	12.84

¹ 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.

² 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.

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups may include data for categories not shown separately

Table 11. Full-time¹ civilian workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, York-Hanover, PA, September 2007

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
All workers	\$18.61	\$16.00	\$739	\$640	39.7	\$37,711	\$33,524	2,026
Management occupations	34.47	36.58	1,478	1,437	42.9	76,843	74,719	2,229
Business and financial operations occupations	25.73	21.25	1,074	1,056	41.8	55,854	54,935	2,171
Accountants and auditors	22.04	19.55	989	861	44.9	51,430	44,770	2,333
Computer and mathematical science occupations	23.20	24.04	929	962	40.0	48,286	49,999	2,081
Architecture and engineering occupations	33.96	33.80	1,358	1,352	40.0	70,587	70,300	2,079
Engineers	36.43	35.87	1,457	1,435	40.0	75,716	74,568	2,078
Mechanical engineers	38.24	37.63	1,530	1,505	40.0	79,254	78,260	2,072
Engineering technicians, except drafters	23.97	23.89	959	956	40.0	49,861	49,691	2,080
Community and social services occupations	23.70	18.35	910	693	38.4	43,149	38,170	1,821
Education, training, and library occupations	33.55	34.82	1,234	1,276	36.8	47,897	49,626	1,427
Primary, secondary, and special education school teachers	40.15	40.25	1,490	1,492	37.1	56,833	57,034	1,416
Elementary and middle school teachers	39.57	38.98	1,471	1,446	37.2	56,159	55,654	1,419
Healthcare practitioner and technical occupations	28.72	26.51	1,106	1,040	38.5	56,575	52,000	1,970
Registered nurses	29.12	29.12	1,111	1,077	38.1	55,757	56,027	1,915
Licensed practical and licensed vocational nurses	17.81	18.11	704	724	39.5	36,585	37,669	2,054
Healthcare support occupations	12.00	11.30	447	452	37.2	22,854	23,236	1,904
Nursing, psychiatric, and home health aides	10.87	10.87	419	410	38.6	21,805	21,329	2,006
Nursing aides, orderlies, and attendants	11.71	11.03	446	424	38.1	23,181	22,042	1,980
Food preparation and serving related occupations	9.43	8.50	363	337	38.5	18,899	17,524	2,003
Sales and related occupations	18.21	14.00	743	550	40.8	38,638	28,600	2,122
First-line supervisors/managers, sales workers	27.62	29.08	1,110	1,163	40.2	57,715	60,484	2,090
Retail sales workers	11.16	10.35	445	414	39.8	23,121	21,528	2,071
Cashiers, all workers	10.24	9.97	409	399	40.0	21,293	20,738	2,080
Cashiers	10.24	9.97	409	399	40.0	21,293	20,738	2,080
Retail salespersons	11.56	10.64	460	420	39.8	23,895	21,840	2,067
Office and administrative support occupations	14.13	13.47	561	539	39.7	29,066	28,009	2,057
Financial clerks	12.67	11.36	503	454	39.7	26,174	23,618	2,065
Bookkeeping, accounting, and auditing clerks	13.41	14.76	527	590	39.3	27,427	30,695	2,045
Tellers	11.67	11.25	467	450	40.0	24,269	23,400	2,080
Customer service representatives	13.91	14.73	556	589	40.0	28,936	30,638	2,080
Stock clerks and order fillers	11.62	8.75	465	350	40.0	24,033	18,200	2,068
Secretaries and administrative assistants	18.53	19.22	710	769	38.3	36,899	39,984	1,991
Secretaries, except legal, medical, and executive	18.56	19.22	708	769	38.2	36,837	39,984	1,985
Office clerks, general	13.46	12.93	535	517	39.7	27,407	26,894	2,036

See footnotes at end of table.

Table 11. Full-time¹ civilian workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, York-Hanover, PA, September 2007 — Continued

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
Construction and extraction occupations	\$19.03	\$18.00	\$761	\$720	40.0	\$39,593	\$37,440	2,080
Installation, maintenance, and repair occupations	19.45	19.50	778	780	40.0	40,420	40,560	2,078
Industrial machinery installation, repair, and maintenance workers	18.39	19.25	734	770	39.9	38,181	40,040	2,076
Industrial machinery mechanics	20.85	20.71	834	828	40.0	43,365	43,077	2,080
Production occupations	15.12	14.55	604	574	40.0	31,413	29,835	2,077
First-line supervisors/managers of production and operating workers	23.28	17.73	931	709	40.0	48,427	36,878	2,080
Miscellaneous assemblers and fabricators	15.50	17.53	620	701	40.0	32,198	36,462	2,077
Miscellaneous food processing workers	14.71	14.88	583	595	39.6	30,318	30,944	2,061
Machine tool cutting setters, operators, and tenders, metal and plastic	15.01	14.00	600	560	40.0	31,175	29,120	2,077
Cutting, punching, and press machine setters, operators, and tenders, metal and plastic	14.74	13.41	590	536	40.0	30,668	27,897	2,080
Welding, soldering, and brazing workers	19.43	20.97	777	839	40.0	40,424	43,618	2,080
Welders, cutters, solderers, and brazers	19.75	20.97	790	839	40.0	41,070	43,618	2,080
Miscellaneous metalworkers and plastic workers	18.79	15.93	751	637	40.0	39,076	33,134	2,080
Printers	20.43	20.74	819	830	40.1	42,577	43,143	2,084
Printing machine operators	21.06	21.63	845	871	40.1	43,932	45,272	2,086
Inspectors, testers, sorters, samplers, and weighers	19.58	21.32	783	853	40.0	40,736	44,346	2,080
Packaging and filling machine operators and tenders	14.94	15.63	586	597	39.2	30,481	31,044	2,040
Miscellaneous production workers	11.12	9.00	445	360	40.0	23,130	18,720	2,080
Transportation and material moving occupations	14.11	13.45	563	538	39.9	29,250	27,974	2,073
Driver/sales workers and truck drivers	15.13	16.18	601	647	39.7	31,252	33,654	2,066
Truck drivers, heavy and tractor-trailer	16.23	16.18	676	660	41.7	35,166	34,320	2,167
Industrial truck and tractor operators	15.30	15.58	607	623	39.6	31,549	32,413	2,062
Laborers and material movers, hand	13.35	13.45	533	538	39.9	27,724	27,974	2,077
Laborers and freight, stock, and material movers, hand	14.30	13.45	572	538	40.0	29,750	27,974	2,080
Packers and packagers, hand	11.90	12.45	473	498	39.7	24,596	25,894	2,067

¹ 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.

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

³ Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours. See appendix A for more information.

⁴ Mean weekly earnings are the straight-time weekly wages or salaries

paid to employees. Median weekly earnings designates position - one-half of the hours are paid the same as or more than the rate shown. Mean weekly hours are the hours an employee is scheduled to work in a week, exclusive of overtime.

⁵ Mean annual earnings are the straight-time annual wages or salaries paid to employees. Median annual earnings designates position - one-half of the hours are paid the same as or more than the rate shown. Mean annual hours are the hours an employee is scheduled to work in a year, exclusive of overtime.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups may include data for categories not shown separately.

Table 12. Full-time¹ private industry workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, York-Hanover, PA, September 2007

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
All workers	\$17.86	\$15.60	\$712	\$623	39.9	\$36,986	\$32,413	2,071
Management occupations	33.66	31.89	1,473	1,275	43.8	76,595	66,321	2,275
Business and financial operations occupations	26.03	21.25	1,097	1,063	42.1	57,019	55,250	2,191
Accountants and auditors	22.04	19.55	989	861	44.9	51,430	44,770	2,333
Computer and mathematical science occupations	23.20	24.04	929	962	40.0	48,286	49,999	2,081
Architecture and engineering occupations	33.96	33.80	1,358	1,352	40.0	70,587	70,300	2,079
Engineers	36.43	35.87	1,457	1,435	40.0	75,716	74,568	2,078
Mechanical engineers	38.24	37.63	1,530	1,505	40.0	79,254	78,260	2,072
Engineering technicians, except drafters	23.97	23.89	959	956	40.0	49,861	49,691	2,080
Healthcare practitioner and technical occupations	28.58	26.51	1,109	1,040	38.8	57,677	54,080	2,018
Registered nurses	28.85	29.12	1,119	1,082	38.8	58,213	56,243	2,018
Licensed practical and licensed vocational nurses	17.81	18.11	704	724	39.5	36,585	37,669	2,054
Healthcare support occupations	11.91	11.17	444	447	37.3	23,109	23,236	1,941
Nursing, psychiatric, and home health aides	10.87	10.87	419	410	38.6	21,805	21,329	2,006
Nursing aides, orderlies, and attendants	11.71	11.03	446	424	38.1	23,181	22,042	1,980
Food preparation and serving related occupations	9.43	8.50	363	337	38.5	18,899	17,524	2,003
Sales and related occupations	18.21	14.00	743	550	40.8	38,638	28,600	2,122
First-line supervisors/managers, sales workers	27.62	29.08	1,110	1,163	40.2	57,715	60,484	2,090
Retail sales workers	11.16	10.35	445	414	39.8	23,121	21,528	2,071
Cashiers, all workers	10.24	9.97	409	399	40.0	21,293	20,738	2,080
Cashiers	10.24	9.97	409	399	40.0	21,293	20,738	2,080
Retail salespersons	11.56	10.64	460	420	39.8	23,895	21,840	2,067
Office and administrative support occupations	14.13	13.47	564	539	39.9	29,298	28,009	2,073
Financial clerks	12.67	11.36	503	454	39.7	26,174	23,618	2,065
Bookkeeping, accounting, and auditing clerks	13.41	14.76	527	590	39.3	27,427	30,695	2,045
Tellers	11.67	11.25	467	450	40.0	24,269	23,400	2,080
Customer service representatives	13.91	14.73	556	589	40.0	28,936	30,638	2,080
Stock clerks and order fillers	11.62	8.75	465	350	40.0	24,033	18,200	2,068
Secretaries and administrative assistants	18.60	19.22	736	769	39.6	38,287	39,984	2,058
Office clerks, general	13.70	13.05	547	522	39.9	28,427	27,144	2,075
Construction and extraction occupations	19.10	18.00	764	720	40.0	39,721	37,440	2,080
Installation, maintenance, and repair occupations	19.66	19.50	786	780	40.0	40,858	40,560	2,078
Industrial machinery installation, repair, and maintenance workers	19.25	19.32	768	773	39.9	39,942	40,186	2,075
Industrial machinery mechanics	20.85	20.71	834	828	40.0	43,365	43,077	2,080
Production occupations	15.15	14.55	606	574	40.0	31,479	29,835	2,077
First-line supervisors/managers of production and operating workers	23.28	17.73	931	709	40.0	48,427	36,878	2,080

See footnotes at end of table.

Table 12. Full-time¹ private industry workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, York-Hanover, PA, September 2007 — Continued

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
Production occupations —Continued								
Miscellaneous assemblers and fabricators	\$15.50	\$17.53	\$620	\$701	40.0	\$32,198	\$36,462	2,077
Miscellaneous food processing workers	14.71	14.88	583	595	39.6	30,318	30,944	2,061
Machine tool cutting setters, operators, and tenders, metal and plastic	15.01	14.00	600	560	40.0	31,175	29,120	2,077
Cutting, punching, and press machine setters, operators, and tenders, metal and plastic	14.74	13.41	590	536	40.0	30,668	27,897	2,080
Welding, soldering, and brazing workers	19.43	20.97	777	839	40.0	40,424	43,618	2,080
Welders, cutters, solderers, and brazers	19.75	20.97	790	839	40.0	41,070	43,618	2,080
Miscellaneous metalworkers and plastic workers	18.79	15.93	751	637	40.0	39,076	33,134	2,080
Printers	20.43	20.74	819	830	40.1	42,577	43,143	2,084
Printing machine operators	21.06	21.63	845	871	40.1	43,932	45,272	2,086
Inspectors, testers, sorters, samplers, and weighers	19.58	21.32	783	853	40.0	40,736	44,346	2,080
Packaging and filling machine operators and tenders	14.94	15.63	586	597	39.2	30,481	31,044	2,040
Miscellaneous production workers	11.12	9.00	445	360	40.0	23,130	18,720	2,080
Transportation and material moving occupations								
Driver/sales workers and truck drivers	14.11	13.45	563	538	39.9	29,250	27,974	2,073
Truck drivers, heavy and tractor-trailer	15.13	16.18	601	647	39.7	31,252	33,654	2,066
Industrial truck and tractor operators ..	16.23	16.18	676	660	41.7	35,166	34,320	2,167
Laborers and material movers, hand ..	15.30	15.58	607	623	39.6	31,549	32,413	2,062
Laborers and freight, stock, and material movers, hand	13.35	13.45	533	538	39.9	27,724	27,974	2,077
Packers and packagers, hand	14.30	13.45	572	538	40.0	29,750	27,974	2,080
	11.90	12.45	473	498	39.7	24,596	25,894	2,067

¹ 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.

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

³ Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours. See appendix A for more information.

⁴ Mean weekly earnings are the straight-time weekly wages or salaries

paid to employees. Median weekly earnings designates position - one-half of the hours are paid the same as or more than the rate shown. Mean weekly hours are the hours an employee is scheduled to work in a week, exclusive of overtime.

⁵ Mean annual earnings are the straight-time annual wages or salaries paid to employees. Median annual earnings designates position - one-half of the hours are paid the same as or more than the rate shown. Mean annual hours are the hours an employee is scheduled to work in a year, exclusive of overtime.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups may include data for categories not shown separately

Table 13. Full-time¹ State and local government workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, York-Hanover, PA, September 2007

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
All workers	\$26.96	\$25.38	\$1,015	\$969	37.6	\$44,009	\$41,169	1,632
Education, training, and library occupations	32.87	33.60	1,202	1,239	36.6	46,150	47,635	1,404
Primary, secondary, and special education school teachers	40.15	40.25	1,490	1,492	37.1	56,833	57,034	1,416
Elementary and middle school teachers	39.57	38.98	1,471	1,446	37.2	56,159	55,654	1,419
Office and administrative support occupations	14.03	12.76	522	490	37.2	25,714	25,251	1,833

¹ 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.

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

³ Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours. See appendix A for more information.

⁴ Mean weekly earnings are the straight-time weekly wages or salaries

paid to employees. Median weekly earnings designates position - one-half of the hours are paid the same as or more than the rate shown. Mean weekly hours are the hours an employee is scheduled to work in a week, exclusive of overtime.

⁵ Mean annual earnings are the straight-time annual wages or salaries paid to employees. Median annual earnings designates position - one-half of the hours are paid the same as or more than the rate shown. Mean annual hours are the hours an employee is scheduled to work in a year, exclusive of overtime.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups may include data for categories not shown separately

Table 14. **Size of establishment: Mean hourly earnings¹ of private industry establishments for major occupational groups, York-Hanover, PA, September 2007**

Occupational group ²	Total	1-99 workers	100-499 workers	500 workers or more
All workers	\$16.74	\$15.12	\$16.97	\$20.00
Management, professional, and related	28.07	26.11	27.61	31.89
Management, business, and financial	29.49	28.09	33.13	27.91
Professional and related	27.50	24.87	25.83	32.79
Service	9.07	8.50	10.10	—
Sales and office	13.70	13.96	12.90	14.64
Sales and related	13.95	14.59	13.91	—
Office and administrative support	13.52	13.61	11.36	15.58
Natural resources, construction, and maintenance	19.33	17.14	—	22.48
Construction and extraction	19.10	16.76	—	—
Installation, maintenance, and repair	19.61	17.57	21.63	—
Production, transportation, and material moving	14.70	13.22	14.43	16.38
Production	15.13	12.21	15.10	19.21
Transportation and material moving	13.99	15.32	12.61	—
	Relative error ³ (percent)			
All workers	4.0	7.3	5.6	6.8
Management, professional, and related	3.5	8.7	3.8	4.2
Management, business, and financial	8.0	14.6	6.0	10.9
Professional and related	5.7	16.6	5.7	4.9
Service	3.3	6.0	3.2	—
Sales and office	3.1	5.0	5.3	3.3
Sales and related	8.3	9.3	12.0	—
Office and administrative support	5.4	6.1	10.7	3.0
Natural resources, construction, and maintenance	3.6	7.4	—	10.0
Construction and extraction	5.0	1.8	—	—
Installation, maintenance, and repair	7.3	14.8	8.4	—
Production, transportation, and material moving	4.3	11.1	8.3	7.9
Production	6.0	14.9	8.5	4.4
Transportation and material moving	3.3	4.6	7.4	—

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. See appendix A for more information.

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

³ The relative standard error (RSE) is the standard error expressed as a percent of the estimate. It can be used to calculate a "confidence interval" around a sample estimate. For more information about RSEs, see appendix A.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Table 15. Establishments with fewer than 100 workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours for full-time¹ private industry workers, York-Hanover, PA, September 2007

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
All workers	\$16.59	\$15.00	\$662	\$600	39.9	\$34,436	\$31,200	2,076
Business and financial operations occupations ...	26.19	21.25	1,122	1,063	42.9	58,369	55,250	2,229
Food preparation and serving related occupations	9.27	8.50	356	337	38.4	18,529	17,524	1,998
Sales and related occupations	23.44	22.60	935	904	39.9	48,621	47,000	2,074
Office and administrative support occupations	13.73	13.05	548	522	39.9	28,479	27,144	2,075
Financial clerks	12.30	11.25	488	450	39.7	25,387	23,400	2,063
Tellers	11.67	11.25	467	450	40.0	24,269	23,400	2,080
Construction and extraction occupations	16.76	16.00	670	640	40.0	34,862	33,280	2,080
Installation, maintenance, and repair occupations	17.57	18.00	703	720	40.0	36,548	37,440	2,080
Production occupations	12.21	12.00	488	480	40.0	25,398	24,960	2,080
Transportation and material moving occupations	15.32	16.18	636	647	41.5	33,062	33,654	2,157
Driver/sales workers and truck drivers	15.85	16.18	663	647	41.8	34,467	33,654	2,174
Truck drivers, heavy and tractor-trailer	16.17	16.18	678	647	41.9	35,265	33,654	2,181

¹ 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.

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

³ Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours. See appendix A for more information.

⁴ Mean weekly earnings are the straight-time weekly wages or salaries paid to

employees. Median weekly earnings designates position - one-half of the hours are paid the same as or more than the rate shown. Mean weekly hours are the hours an employee is scheduled to work in a week, exclusive of overtime.

⁵ Mean annual earnings are the straight-time annual wages or salaries paid to employees. Median annual earnings designates position - one-half of the hours are paid the same as or more than the rate shown. Mean annual hours are the hours an employee is scheduled to work in a year, exclusive of overtime.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups may include data for categories not shown separately

Table 16. Establishments with 100 workers or more: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours for full-time¹ private industry workers, York-Hanover, PA, September 2007

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
All workers	\$18.73	\$16.35	\$747	\$652	39.9	\$38,725	\$34,008	2,068
Management occupations	33.66	36.58	1,538	1,596	45.7	79,954	82,992	2,376
Business and financial operations occupations ...	25.51	27.89	1,020	1,115	40.0	53,064	58,001	2,080
Computer and mathematical science occupations	23.95	26.23	959	1,049	40.0	49,857	54,558	2,082
Architecture and engineering occupations	32.01	30.90	1,280	1,236	40.0	66,500	64,274	2,078
Engineers	35.70	33.80	1,428	1,352	40.0	74,139	70,300	2,077
Mechanical engineers	38.24	37.63	1,530	1,505	40.0	79,254	78,260	2,072
Engineering technicians, except drafters	23.97	23.89	959	956	40.0	49,861	49,691	2,080
Healthcare practitioner and technical occupations	30.13	26.64	1,180	1,066	39.1	61,340	55,411	2,036
Registered nurses	28.85	29.12	1,119	1,082	38.8	58,213	56,243	2,018
Healthcare support occupations	11.46	10.94	440	410	38.3	22,861	21,329	1,994
Nursing, psychiatric, and home health aides	11.12	10.94	425	410	38.2	22,111	21,329	1,989
Nursing aides, orderlies, and attendants	11.71	11.03	446	424	38.1	23,181	22,042	1,980
Building and grounds cleaning and maintenance occupations	10.88	10.00	436	400	40.0	22,650	20,800	2,081
Building cleaning workers	10.88	10.00	436	400	40.0	22,650	20,800	2,081
Sales and related occupations	15.81	13.14	652	518	41.3	33,906	26,932	2,145
Retail sales workers	11.26	10.35	451	414	40.0	23,427	21,528	2,080
Cashiers, all workers	10.24	9.97	409	399	40.0	21,293	20,738	2,080
Cashiers	10.24	9.97	409	399	40.0	21,293	20,738	2,080
Retail salespersons	11.81	10.88	472	435	40.0	24,555	22,630	2,080
Office and administrative support occupations	14.68	13.95	585	558	39.8	30,394	29,010	2,070
Financial clerks	13.79	11.88	549	475	39.8	28,562	24,710	2,071
Stock clerks and order fillers	11.62	8.75	465	350	40.0	24,033	18,200	2,068
Secretaries and administrative assistants	18.60	19.22	736	769	39.6	38,287	39,984	2,058
Office clerks, general	14.29	14.28	570	563	39.9	29,621	29,257	2,072
Installation, maintenance, and repair occupations	21.71	20.02	868	801	40.0	45,091	41,635	2,077
Industrial machinery installation, repair, and maintenance workers	19.09	19.32	762	773	39.9	39,605	40,186	2,075
Industrial machinery mechanics	20.71	20.71	828	828	40.0	43,081	43,077	2,080
Production occupations	16.29	16.18	651	647	40.0	33,826	33,661	2,076
First-line supervisors/managers of production and operating workers	26.56	27.24	1,063	1,089	40.0	55,254	56,651	2,080
Miscellaneous assemblers and fabricators	15.50	17.53	620	701	40.0	32,198	36,462	2,077
Machine tool cutting setters, operators, and tenders, metal and plastic	15.39	13.90	616	556	40.0	31,934	28,800	2,075
Cutting, punching, and press machine setters, operators, and tenders, metal and plastic	14.16	13.41	566	536	40.0	29,457	27,897	2,080
Welding, soldering, and brazing workers	20.46	22.02	818	881	40.0	42,554	45,802	2,080
Miscellaneous metalworkers and plastic workers ...	18.79	15.93	751	637	40.0	39,076	33,134	2,080
Printers	20.99	20.74	842	835	40.1	43,782	43,409	2,086
Printing machine operators	21.06	21.63	845	871	40.1	43,932	45,272	2,086
Inspectors, testers, sorters, samplers, and weighers	19.58	21.32	783	853	40.0	40,736	44,346	2,080
Packaging and filling machine operators and tenders	14.94	15.63	586	597	39.2	30,481	31,044	2,040
Miscellaneous production workers	12.88	10.00	515	400	40.0	26,791	20,800	2,081

See footnotes at end of table.

Table 16. Establishments with 100 workers or more: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours for full-time¹ private industry workers, York-Hanover, PA, September 2007 — Continued

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
Transportation and material moving occupations	\$13.73	\$13.45	\$541	\$538	39.4	\$28,135	\$27,974	2,049
Industrial truck and tractor operators	15.07	15.58	597	623	39.6	31,048	32,413	2,060
Laborers and material movers, hand	13.46	13.45	537	538	39.9	27,944	27,974	2,077
Packers and packagers, hand	11.90	12.45	473	498	39.7	24,596	25,894	2,067

¹ 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.

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

³ Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours. See appendix A for more information.

⁴ Mean weekly earnings are the straight-time weekly wages or salaries paid to

employees. Median weekly earnings designates position - one-half of the hours are paid the same as or more than the rate shown. Mean weekly hours are the hours an employee is scheduled to work in a week, exclusive of overtime.

⁵ Mean annual earnings are the straight-time annual wages or salaries paid to employees. Median annual earnings designates position - one-half of the hours are paid the same as or more than the rate shown. Mean annual hours are the hours an employee is scheduled to work in a year, exclusive of overtime.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups may include data for categories not shown separately

Table 17. Union¹ and nonunion workers: Mean hourly earnings² for major occupational groups, York-Hanover, PA, September 2007

Occupational group ³	Union			Nonunion		
	Civilian workers	Private industry workers	State and local government workers	Civilian workers	Private industry workers	State and local government workers
All workers	\$21.95	\$18.03	\$30.95	\$16.76	\$16.60	\$20.58
Management, professional, and related	36.37	—	37.04	27.70	28.05	24.56
Management, business, and financial	—	—	—	29.92	29.49	32.54
Professional and related	36.37	—	37.04	26.71	27.46	18.59
Service	16.46	—	16.50	9.30	9.06	14.90
Sales and office	13.08	—	—	13.75	13.70	—
Sales and related	—	—	—	13.95	13.95	—
Office and administrative support	13.08	—	—	13.59	13.51	—
Natural resources, construction, and maintenance	23.38	24.40	—	18.61	18.65	—
Construction and extraction	—	—	—	18.73	18.78	—
Installation, maintenance, and repair	23.41	—	—	18.45	18.48	—
Production, transportation, and material moving	16.60	16.73	—	14.02	14.03	—
Production	16.43	16.59	—	14.48	14.46	—
Transportation and material moving	17.24	17.24	—	13.41	13.44	—
	Relative error ⁴ (percent)					
All workers	12.6	12.7	16.9	3.8	3.9	3.1
Management, professional, and related	12.7	—	13.0	3.4	3.6	8.0
Management, business, and financial	—	—	—	7.0	8.0	12.4
Professional and related	12.7	—	13.0	5.6	5.8	12.8
Service	6.3	—	6.7	3.8	3.3	13.6
Sales and office	20.8	—	—	2.7	2.7	—
Sales and related	—	—	—	8.3	8.3	—
Office and administrative support	20.8	—	—	4.8	4.9	—
Natural resources, construction, and maintenance	11.2	9.8	—	3.3	3.4	—
Construction and extraction	—	—	—	6.1	6.2	—
Installation, maintenance, and repair	15.3	—	—	6.8	6.9	—
Production, transportation, and material moving	10.0	10.2	—	4.6	4.7	—
Production	12.9	13.1	—	5.9	6.0	—
Transportation and material moving	11.2	11.2	—	3.5	3.5	—

¹ Union workers are those whose wages are determined through collective bargaining.

² Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours. See appendix A for more information.

³ Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. 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.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Table 18. Time and incentive workers¹: Mean hourly earnings² for major occupational groups, York-Hanover, PA, September 2007

Occupational group ³	Time		Incentive	
	Civilian workers	Private industry workers	Civilian workers	Private industry workers
All workers	\$17.46	\$16.71	\$17.32	\$17.32
Management, professional, and related	28.94	28.06	—	—
Management, business, and financial	29.93	29.48	—	—
Professional and related	28.60	27.50	—	—
Service	9.55	9.05	—	—
Sales and office	12.79	12.75	21.32	21.32
Sales and related	11.21	11.21	23.44	23.44
Office and administrative support	13.65	13.63	—	—
Natural resources, construction, and maintenance	19.54	19.68	—	—
Construction and extraction	—	19.10	—	—
Installation, maintenance, and repair	20.17	20.43	—	—
Production, transportation, and material moving	14.77	14.80	13.02	13.02
Production	15.22	15.25	—	—
Transportation and material moving	13.97	14.01	—	—
	Relative error ⁴ (percent)			
All workers	4.6	4.3	12.5	12.5
Management, professional, and related	3.7	3.6	—	—
Management, business, and financial	7.1	8.2	—	—
Professional and related	5.6	5.7	—	—
Service	5.1	3.3	—	—
Sales and office	4.7	4.9	8.5	8.5
Sales and related	9.3	9.3	9.9	9.9
Office and administrative support	5.6	5.8	—	—
Natural resources, construction, and maintenance	3.2	3.2	—	—
Construction and extraction	—	5.0	—	—
Installation, maintenance, and repair	6.5	6.6	—	—
Production, transportation, and material moving	4.5	4.6	10.7	10.7
Production	6.4	6.5	—	—
Transportation and material moving	3.8	3.8	—	—

¹ 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.

² Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours. See appendix A for more information.

³ Workers are classified by occupation using the 2000

Standard Occupational Classification (SOC) system. 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.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Table 19. Industry sector¹: Mean hourly earnings² for private industry workers by major occupational group, York-Hanover, PA, September 2007

Occupational group ³	Goods producing		Service providing						
	Construction	Manufacturing	Trade, transportation, and utilities	Information	Financial activities	Professional and business services	Education and health services	Leisure and hospitality	Other services
All workers	\$20.23	\$17.62	-	-	\$16.18	-	\$21.31	-	-
Management, professional, and related	-	29.35	-	-	24.55	-	27.60	-	-
Management, business, and financial	-	28.26	-	-	-	-	28.48	-	-
Professional and related	-	29.60	-	-	-	-	27.51	-	-
Service	-	-	-	-	-	-	11.58	-	-
Sales and office	-	14.32	-	-	14.42	-	14.69	-	-
Sales and related	-	-	-	-	-	-	-	-	-
Office and administrative support	-	14.25	-	-	12.74	-	14.69	-	-
Natural resources, construction, and maintenance	19.34	20.29	-	-	-	-	-	-	-
Installation, maintenance, and repair ..	-	19.61	-	-	-	-	-	-	-
Production, transportation, and material moving	-	15.89	-	-	-	-	-	-	-
Production	-	16.01	-	-	-	-	-	-	-
Transportation and material moving ...	-	15.38	-	-	-	-	-	-	-
	Relative error ⁴ (percent)								
All workers	2.7	5.2	-	-	7.3	-	2.4	-	-
Management, professional, and related	-	10.5	-	-	5.0	-	1.9	-	-
Management, business, and financial	-	2.4	-	-	-	-	15.4	-	-
Professional and related	-	11.8	-	-	-	-	2.9	-	-
Service	-	-	-	-	-	-	7.5	-	-
Sales and office	-	12.0	-	-	11.2	-	7.3	-	-
Sales and related	-	-	-	-	-	-	-	-	-
Office and administrative support	-	13.9	-	-	6.6	-	7.3	-	-
Natural resources, construction, and maintenance	2.0	2.9	-	-	-	-	-	-	-
Installation, maintenance, and repair ..	-	9.0	-	-	-	-	-	-	-
Production, transportation, and material moving	-	2.9	-	-	-	-	-	-	-
Production	-	5.1	-	-	-	-	-	-	-
Transportation and material moving ...	-	5.3	-	-	-	-	-	-	-

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

² Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours. See appendix A for more information.

³ Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. 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.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Appendix A: Technical Note

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

Planning for the survey

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

Survey scope

This survey covered establishments employing one worker or more in private goods-producing industries (mining, construction, and manufacturing); private service-providing industries (trade, transportation, and utilities, information, financial activities, professional and business services, education and health services, leisure and hospitality, and other services); State governments; and local governments. Agriculture, forestry, fishing and hunting, private households, and the Federal Government were excluded from the scope of the survey. For purposes of this survey, an establishment is an economic unit that produces goods or services, a central administrative office, or an auxiliary unit providing support services to a company. For private industries in this survey, the establishment is usually at a single physical location. For State and local governments, an establishment is defined as all locations of a government agency within the sampled area.

The statistical area covered by this survey is defined by the U.S. Office of Management and Budget (OMB) as of December 2003. The York–Hanover, PA, Metropolitan Statistical Area (MSA) consists of York County, PA.

Sampling frame

The list of establishments from which the survey sample was selected (sampling frame) was developed from State unemployment insurance reports. Due to the volatility of industries within the private sector, sampling frames were developed using the most recent month of reference available at the time the sample was selected. Approximately one-fifth of the sample is reselected each year.

Sample design

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

Data collection

The collection of data from survey respondents required detailed procedures. Field economists collected the data, working out of the Bureau of Labor Statistics' (BLS) Regional Offices and visiting each establishment surveyed. Other contact methods, such as mail and telephone, were used to clarify and update data.

Occupational selection and classification

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

1. Probability-proportional-to-size selection of establishment jobs
2. Classification of jobs into occupations based on the 2000 Standard Occupational Classification (SOC) system
3. Characterization of jobs as full-time versus part-time, union versus nonunion, and time versus incentive
4. Determination of the level of work of each job

For each occupation, wage data were collected for those workers whose jobs could be characterized by the criteria

identified in the last three steps. If a specific work level could not be determined, wages were still collected.

In step one, the jobs to be sampled were selected at each establishment by the BLS field economist. A complete list of employees was used for sampling, with each selected worker representing a job within the establishment.

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

The number of jobs for which data were collected in each establishment was based on the establishment's employment size. The number of jobs selected followed this schedule:

<i>Number of employees</i>	<i>Number of selected jobs</i>
1-49	Up to 4
50-249	6
250 or more	8

The second step of the process entailed classifying the selected jobs into occupations based on their duties. NCS uses the 2000 Standard Occupational Classification (SOC) system. A selected job may fall into any one of about 800 occupational classifications, from accountant to zoologist. When workers could be classified in more than one occupation, they were classified in the occupation that required the higher skill level. When there was no perceptible difference in skill level, the workers were classified in the occupation that described their primary activity.

Each occupational classification is an element of a broader classification known as a major group. Occupations can fall into any of 22 major groups. Appendix B contains a complete list of all individual occupations, classified by the major group to which they belong.

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

Occupational leveling

In the last step before wage data were collected, the work level of each selected job was determined using a "point factor leveling" process. Point factor leveling matches certain aspects of a job to specific levels of work with assigned point values. Points for each factor are then totaled to determine the overall work level for the job.

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

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

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

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

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

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

Combined work levels

This bulletin includes a table which simplifies the presentation of work levels by combining them into four broad groups. The groups were determined by combinations of knowledge, job controls and complexity, contacts, physical environment, and supervisory duties, and are meant to be comparable across different occupations. The broad groups and the combined work levels are:

<i>Group designation</i>	<i>Levels combined</i>
Group I	Levels 1-4
Group II	Levels 5-8
Group III	Levels 9-12
Group IV	Levels 13-15

Collection period

Survey data were collected over a 13-month period for 60 metropolitan areas in the NCS program. For 20 small metropolitan areas, data were collected over a 4-month period. For each establishment in the survey, the data reflect the establishment's most recent information at the time of collection. The payroll reference month shown in the tables reflects the average date of this information for all sample units.

Earnings

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

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

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

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

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

Definition of terms

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

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

Time-based worker. Any employee whose earnings are solely tied to an hourly rate or salary.

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

Nonunion worker. An employee in an occupation not meeting the conditions for union coverage.

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

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

Level. A ranking within an occupation based on the requirements of the position.

Processing and analyzing the data

Data were processed and analyzed at the BLS National Office following collection.

Weighting and nonresponse

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

If average hourly earnings data were not provided by a sample member during the update interview, then missing average hourly earnings were imputed by multiplying prior average hourly earnings by the rate of change in the average hourly earnings of respondents. The regression model that takes into account available establishment characteris-

tics is used to derive the rate of change in the average hourly earnings.

Establishments that were determined to be out of business or outside the scope of the survey had their weights changed to zero.

Estimation

The wage series in the tables are computed by combining the wages for each sampled occupation. Before being combined, individual wage rates are weighted by the number of workers; the sample weight, adjusted for nonresponding establishments and other factors; and the occupation's scheduled hours of work. The sample weight reflects the inverse of each unit's probability of selection at each sample selection stage and four weight adjustment factors. The first factor adjusts for establishment nonresponse and the second factor adjusts for occupational nonresponse. The third factor adjusts for any special situations that may have occurred during data collection. The fourth factor, post-stratification, also called benchmarking, is introduced to adjust estimated employment totals to the current counts of employment by industry. The latest available employment counts were used to derive average hourly earnings in this publication.

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

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

Percentiles

The percentiles presented in tables 6 through 10 are computed using earnings reported for individual workers in sampled establishment jobs and their scheduled hours of work. Establishments in the survey may report only individual-worker earnings for each sampled job. For the calculation of percentile estimates, the individual-worker hourly earnings are appropriately weighted and then arrayed from lowest to highest.

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

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

Data reliability

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

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

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

The standard error can be used to calculate a "confidence interval" around a sample estimate. As an example, suppose a table shows that mean hourly earnings for all workers were \$17.75, with a relative standard error of 1.0 percent for this estimate. At the 90-percent level, the confidence interval for this estimate is from \$17.46 to \$18.04 (\$17.75 minus and plus \$0.29, where \$0.29 is the product of 1.645 times 1.0 percent times \$17.75). If all possible samples were selected to estimate the population value, the interval from each sample would include the true population value approximately 90 percent of the time.

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

Appendix table 1. **Number of workers¹ represented by the survey, York-Hanover, PA, September 2007**

Occupational group ²	Civilian workers	Private industry workers	State and local government workers
All workers	169,400	153,400	15,900
Management, professional, and related	40,100	29,000	11,100
Management, business, and financial	8,300	7,100	1,300
Professional and related	31,700	22,000	9,800
Service	31,800	29,400	2,500
Sales and office	37,700	36,600	1,100
Sales and related	16,100	16,100	–
Office and administrative support	21,600	20,500	1,100
Natural resources, construction, and maintenance	18,700	18,000	–
Construction and extraction	10,100	9,700	–
Installation, maintenance, and repair	8,600	8,300	–
Production, transportation, and material moving	41,100	40,500	–
Production	25,600	25,200	–
Transportation and material moving	15,500	15,300	–

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.

² Workers are classified by occupation using the

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Appendix table 2. **Survey establishment response, York-Hanover, PA, September 2007**

Establishments	Total	Private industry	State and local government
Total in sampling frame ¹	7,803	7,484	318
Total in sample	203	190	13
Responding	126	115	11
Refused or unable to provide data	45	44	1
Out of business or not in survey scope	32	31	1

¹ The list of establishments from which the survey sample was selected (sampling frame) was developed from State unemployment insurance reports and is based on the 2002 North American Industry Classification System (NAICS). For private industries, an establishment is usually a single physical location. For State and local governments, an establishment is defined as all locations of a

government entity.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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