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Highlights of the Milwaukee-Racine-Waukesha, WI CSA National Compensation Survey October 2007

Workers in the Milwaukee-Racine-Waukesha Combined Statistical Area earned an average of \$20.67 per hour in October 2007, according to new survey results from the National Compensation Survey (NCS) released by the U.S. Department of Labor's Bureau of Labor Statistics (BLS). Regional Commissioner Jay A. Mousa noted that wage data were reported for workers in a wide range of occupational groups, including average hourly earnings of \$31.35 for computer and mathematical science occupations and \$28.01 for healthcare practitioner and technical occupations. Another occupational group, production, had a mean hourly wage rate of \$16.22. The NCS data available for the Milwaukee area include earnings for 20 major occupational groups with additional detail for selected occupations within those groups. (See table 1.)

Computer software engineers, applications, part of the computer and mathematical science occupational group, were paid \$33.81 per hour. Within the healthcare practitioner and technical group, registered nurses averaged \$28.44 per hour. Cutting, punching, and press machine setters, operators, and tenders, metal and plastic, an occupation within the production occupational group, earned \$19.05 per hour. (See table 1.)

Broad coverage of selected occupational characteristics is available from NCS for the local area. Full-time workers averaged \$22.29 per hour while their part-time counterparts earned \$10.84. Union workers earned \$23.74 and non-union workers, \$20.04. Workers in establishments with 1-99 workers averaged \$19.56 per hour, those in establishments with 100-499 workers earned \$18.76, and those in establishments with 500 or more employees earned \$24.88.

The occupational wage data available from NCS may be used by businesses for establishing pay plans, making decisions concerning plant relocation, and in collective bargaining negotiations. Individuals may use such data to help choose potential careers. NCS results also include the work level and respective earnings for occupations determined by a point factor leveling process. The four occupational leveling factors are: knowledge, job controls and complexity, contacts, and physical environment. Details on the NCS are available at www.bls.gov/ncs/home.htm.

The NCS data provided here covered 402 establishments with one or more workers in private industry and State and local governments. Agricultural establishments, private households, the self-employed, and the Federal Government were excluded from the survey. This sample of establishments represented 873,900 workers in the Milwaukee-Racine-Waukesha Combined Statistical Area (CSA), which is comprised of Milwaukee, Ozaukee, Racine, Washington, and Waukesha Counties in Wisconsin.

Survey Availability

Complete survey results are contained in Milwaukee-Racine-Waukesha, WI National Compensation Survey October 2007. The bulletin is available on the Internet in both text and PDF formats at www.bls.gov/ncs/ocs/compub.htm.

For additional information, please contact the Bureau of Labor Statistics Midwest Information Office in Chicago at (312) 353-1880 from 8 a.m. to 4 p.m. CT.

Table 1. **Civilian workers: Mean hourly earnings¹ for full-time and part-time workers², Milwaukee-Racine-Waukesha, WI CSA, October 2007**

Occupation ³	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
All workers	\$20.67	4.6	\$22.29	4.4	\$10.84	4.1
Management occupations	39.72	6.8	39.72	6.8	—	—
Marketing and sales managers	50.22	6.0	50.22	6.0	—	—
Financial managers	34.45	13.6	34.45	13.6	—	—
Industrial production managers	43.64	11.6	43.64	11.6	—	—
Education administrators	31.37	7.0	31.37	7.0	—	—
Medical and health services managers	39.05	13.0	39.05	13.0	—	—
Business and financial operations occupations	28.52	3.9	28.22	4.6	—	—
Buyers and purchasing agents	27.94	11.1	27.94	11.1	—	—
Purchasing agents, except wholesale, retail, and farm products	27.45	11.7	27.45	11.7	—	—
Accountants and auditors	23.22	6.2	23.22	6.2	—	—
Computer and mathematical science occupations	31.35	2.2	31.35	2.2	—	—
Computer programmers	31.45	10.9	31.45	10.9	—	—
Computer software engineers	32.38	4.8	32.38	4.8	—	—
Computer software engineers, applications	33.81	4.7	33.81	4.7	—	—
Computer support specialists	28.33	3.9	28.33	3.9	—	—
Computer systems analysts	33.94	4.2	33.94	4.2	—	—
Network and computer systems administrators	36.64	16.6	36.64	16.6	—	—
Network systems and data communications analysts	27.37	2.7	27.37	2.7	—	—
Architecture and engineering occupations	29.48	.9	29.48	.9	—	—
Engineers	31.07	3.6	31.07	3.6	—	—
Industrial engineers, including health and safety	28.55	1.4	28.55	1.4	—	—
Industrial engineers	28.55	1.4	28.55	1.4	—	—
Engineering technicians, except drafters	25.46	7.7	25.46	7.7	—	—
Electrical and electronic engineering technicians	24.45	15.4	24.45	15.4	—	—
Life, physical, and social science occupations	28.08	5.1	28.08	5.1	—	—
Physical scientists	35.56	12.1	35.56	12.1	—	—
Community and social services occupations	20.53	7.8	20.53	7.8	—	—
Education, training, and library occupations	29.71	2.5	30.57	2.8	14.23	6.6
Postsecondary teachers	58.45	5.0	59.37	4.9	—	—
Arts, communications, and humanities teachers, postsecondary	34.97	2.9	34.97	2.9	—	—
Primary, secondary, and special education school teachers	30.95	11.2	30.95	11.2	—	—
Elementary and middle school teachers	35.02	.8	35.04	.8	—	—
Elementary school teachers, except special education	35.06	1.0	35.08	1.0	—	—
Middle school teachers, except special and vocational education	34.92	1.6	34.92	1.6	—	—
Secondary school teachers	35.04	1.7	35.04	1.7	—	—
Secondary school teachers, except special and vocational education	35.04	1.7	35.04	1.7	—	—
Other teachers and instructors	17.55	27.6	—	—	—	—
Teacher assistants	10.66	5.2	10.49	5.6	12.41	4.7
Arts, design, entertainment, sports, and media occupations	23.46	12.3	24.18	11.8	—	—
Healthcare practitioner and technical occupations	28.01	3.3	28.02	4.6	27.98	4.5
Registered nurses	28.44	1.5	27.46	1.1	30.22	3.9
Therapists	34.05	10.8	—	—	—	—
Clinical laboratory technologists and technicians	16.74	10.7	16.68	11.0	—	—
Licensed practical and licensed vocational nurses	20.50	6.0	—	—	—	—
Healthcare support occupations	11.89	5.6	13.17	5.5	10.42	1.0
Nursing, psychiatric, and home health aides	11.00	2.8	11.71	1.2	—	—
Nursing aides, orderlies, and attendants	11.47	1.1	11.72	1.2	10.70	2.4
Miscellaneous healthcare support occupations	14.89	9.3	—	—	—	—

See footnotes at end of table.

Table 1. **Civilian workers: Mean hourly earnings¹ for full-time and part-time workers², Milwaukee-Racine-Waukesha, WI CSA, October 2007** — Continued

Occupation ³	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
Protective service occupations	\$17.76	7.6	\$18.38	9.8	\$9.97	6.2
Police officers	27.10	1.8	27.83	.8	—	—
Police and sheriff's patrol officers	27.10	1.8	27.83	.8	—	—
Security guards and gaming surveillance officers	13.12	9.6	13.57	12.0	—	—
Security guards	13.12	9.6	13.57	12.0	—	—
Food preparation and serving related occupations	7.28	16.2	7.73	18.1	6.86	15.4
Cooks	10.63	6.9	—	—	—	—
Food service, tipped	5.07	16.5	—	—	5.14	42.6
Bartenders	7.81	6.7	—	—	—	—
Waiters and waitresses	3.81	36.9	3.32	20.8	—	—
Fast food and counter workers	8.52	3.0	—	—	7.75	5.9
Combined food preparation and serving workers, including fast food	8.39	3.0	—	—	7.52	6.2
Building and grounds cleaning and maintenance occupations	12.03	9.4	13.66	5.8	9.48	13.9
Building cleaning workers	11.68	9.4	13.24	4.9	9.49	14.2
Janitors and cleaners, except maids and housekeeping cleaners	12.66	9.9	14.17	4.9	10.18	19.1
Maids and housekeeping cleaners	8.54	3.1	—	—	—	—
Personal care and service occupations	13.41	13.1	17.21	9.2	9.09	10.3
Recreation and fitness workers	12.85	17.2	—	—	9.74	8.1
Sales and related occupations	25.04	44.1	32.32	47.0	8.36	3.3
Retail sales workers	10.48	4.2	12.43	2.1	8.31	3.4
Cashiers, all workers	9.02	2.3	—	—	8.47	7.0
Cashiers	9.02	2.3	—	—	8.47	7.0
Retail salespersons	10.34	3.8	—	—	8.29	4.6
Office and administrative support occupations	15.24	3.2	16.07	3.1	11.39	5.6
Financial clerks	14.96	6.3	15.38	4.7	—	—
Bookkeeping, accounting, and auditing clerks	15.37	7.0	15.36	7.1	—	—
Payroll and timekeeping clerks	16.76	8.2	16.91	8.5	—	—
Customer service representatives	17.44	9.2	17.77	10.0	—	—
Receptionists and information clerks	10.84	6.0	—	—	9.73	5.7
Shipping, receiving, and traffic clerks	10.49	3.2	—	—	—	—
Stock clerks and order fillers	11.78	14.1	—	—	—	—
Secretaries and administrative assistants	17.78	5.7	18.66	6.8	12.49	9.0
Executive secretaries and administrative assistants	20.64	6.8	21.15	6.8	—	—
Secretaries, except legal, medical, and executive	13.76	6.5	14.99	6.6	—	—
Office clerks, general	14.06	7.4	14.13	9.4	13.86	9.5
Construction and extraction occupations	23.52	5.5	23.58	5.6	—	—
Electricians	27.77	1.8	27.77	1.8	—	—
Installation, maintenance, and repair occupations	20.06	4.6	20.07	4.6	—	—
Automotive technicians and repairers	19.92	2.0	19.92	2.0	—	—
Industrial machinery installation, repair, and maintenance workers	20.81	9.7	20.85	9.7	—	—
Industrial machinery mechanics	23.69	8.0	23.69	8.0	—	—
Maintenance and repair workers, general	21.37	12.6	21.37	12.6	—	—
Production occupations	16.22	6.4	16.42	7.1	10.59	11.2
First-line supervisors/managers of production and operating workers	24.75	9.9	24.75	9.9	—	—
Electrical, electronics, and electromechanical assemblers	15.44	9.2	15.44	9.2	—	—
Miscellaneous assemblers and fabricators	12.36	12.9	12.56	14.0	—	—
Computer control programmers and operators	19.68	1.2	19.68	1.2	—	—
Machine tool cutting setters, operators, and tenders, metal and plastic	15.29	8.1	17.29	4.8	—	—
Cutting, punching, and press machine setters, operators, and tenders, metal and plastic	19.05	.8	19.05	.8	—	—
Inspectors, testers, sorters, samplers, and weighers	15.26	9.6	15.26	9.6	—	—

See footnotes at end of table.

Table 1. **Civilian workers: Mean hourly earnings¹ for full-time and part-time workers², Milwaukee-Racine-Waukesha, WI CSA, October 2007** — Continued

Occupation ³	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
Production occupations —Continued						
Miscellaneous production workers	\$13.50	14.0	\$13.57	14.4	—	—
Transportation and material moving occupations	14.93	6.5	15.55	7.1	\$10.77	4.2
Driver/sales workers and truck drivers	17.41	9.4	17.75	10.2	—	—
Truck drivers, heavy and tractor-trailer	18.82	10.3	18.82	10.3	—	—
Truck drivers, light or delivery services	14.19	11.4	14.82	13.7	—	—
Industrial truck and tractor operators	15.60	15.3	15.60	15.3	—	—
Laborers and material movers, hand	10.85	6.2	11.13	7.0	9.15	11.7
Laborers and freight, stock, and material movers, hand	12.21	5.7	12.70	6.7	10.27	11.5
Packers and packagers, hand	9.82	8.5	—	—	—	—

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

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

³ Workers are classified by occupation using the 2000 Standard

Occupational Classification (SOC) system.

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.

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.