

Pittsburgh, PA National Compensation Survey December 2004



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Preface

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

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

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

2 Massachusetts Avenue, NE., Room 4175, Washington, DC 20212-0001, call (202) 691-6199, or send an e-mail to ocltinfo@bls.gov.

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

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

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Introduction

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

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

NCS products

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

About the tables

The tables that follow present data on straight-time occupational earnings, which include wages and salaries, incentive pay, cost-of-living adjustments, and hazard pay. These earnings exclude premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. About 480 detailed occupations are used to describe all occupations in the civilian nonfarm economy (excluding the Federal Government and private households). Data are not shown for any occupations if they would raise concerns about the confidentiality of the survey respondents or if the data are insufficient to support reliable estimates.

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

Table 2–1 presents estimates of mean hourly earnings, and the relative standard errors associated with them, for detailed occupations within all industries, private industry, and State and local government. Table 2–2 presents the same type of information for full-time workers only. Table 2–3 provides similar data for workers designated as part-time.

Table 3–1 provides mean weekly earnings data, with relative standard errors, and weekly hours for full-time employees in specific occupations across all industries, private industry, and State and local government. Table 3–2 provides annual earnings, relative standard errors, and annual hours for full-time employees in specific occupations.

Table 4–1 provides mean hourly earnings data by work level for occupational groups and for detailed occupations. Separate data are also shown for private industry and government workers. Table 4–2 provides work level data for full-time workers. Table 4–3 provides similar data for workers designated as part-time.

Table 5–1 presents mean hourly earnings data for selected worker characteristics by major occupational group. The worker characteristics include full-time or part-time designation, union or nonunion status, and time or incentive pay. Table 5–2 presents mean hourly earnings data for major industry divisions by occupational group; these estimates are limited to the private sector. Table 5–3 presents mean hourly earnings data for establishment employment sizes by major occupational group in the private sector.

Tables 6–1 through 6–5 present hourly wage percentiles that describe the distribution of hourly earnings for individual workers within each published occupation. Data are provided for the 10th, 25th, 50th, 75th, and 90th percentiles for detailed occupations within all industries, private industry, State and local government, full-time workers, and part-time workers.

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

Worker and establishment characteristics	Total			Private industry			State and local government		
	Hourly earnings		Mean weekly hours ³	Hourly earnings		Mean weekly hours ³	Hourly earnings		Mean weekly hours ³
	Mean	Relative error ² (percent)		Mean	Relative error ² (percent)		Mean	Relative error ² (percent)	
Total	\$18.33	3.4	36.0	\$17.44	4.0	36.0	\$23.92	3.8	36.3
Worker characteristics:⁴									
White-collar occupations ⁵	21.06	3.0	36.2	20.05	3.6	36.5	28.22	3.8	34.6
Professional specialty and technical	28.06	3.3	35.4	26.53	4.3	36.0	34.25	2.8	33.3
Executive, administrative, and managerial	28.12	6.9	39.4	28.11	7.5	39.5	28.25	12.6	38.5
Sales	10.10	5.6	32.3	10.09	5.6	32.4	–	–	–
Administrative support	13.68	3.3	37.5	13.49	3.7	37.5	15.31	2.4	36.7
Blue-collar occupations ⁵	16.20	4.4	37.6	15.85	4.8	37.5	19.05	3.8	38.6
Precision production, craft, and repair	18.64	3.6	39.4	18.67	3.9	39.3	18.32	3.8	39.7
Machine operators, assemblers, and inspectors	13.53	13.7	38.7	13.53	13.7	38.7	–	–	–
Transportation and material moving	17.46	4.2	37.0	16.79	5.0	36.6	19.72	3.2	38.3
Handlers, equipment cleaners, helpers, and laborers	12.78	5.7	34.4	11.98	5.7	34.0	18.42	7.6	37.9
Service occupations ⁵	11.69	5.7	33.2	9.57	5.3	32.0	18.90	8.5	38.4
Full time	19.34	3.5	39.3	18.49	4.1	39.4	24.29	3.3	39.0
Part time	9.92	5.7	21.1	9.52	5.9	21.7	16.35	22.0	15.1
Union	20.82	3.3	37.1	18.83	5.0	36.5	23.97	4.0	38.0
Nonunion	17.30	5.2	35.6	17.08	5.4	35.8	23.72	4.0	30.0
Time	18.39	3.5	36.0	17.49	4.1	35.9	23.92	3.8	36.3
Incentive	15.91	6.7	37.5	15.91	6.7	37.5	–	–	–
Establishment characteristics:									
Goods producing	(⁶)	(⁶)	(⁶)	18.71	10.9	38.5	(⁶)	(⁶)	(⁶)
Service producing	(⁶)	(⁶)	(⁶)	17.09	4.1	35.3	(⁶)	(⁶)	(⁶)
50-99 workers ⁷	15.93	9.0	35.3	15.81	9.2	35.3	22.45	2.8	38.7
100-499 workers	16.62	4.9	36.0	15.64	4.8	35.9	27.15	6.3	36.6
500 workers or more	21.02	3.5	36.4	20.45	4.3	36.4	22.85	4.5	36.2

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

² The relative standard error (RSE) is the standard error expressed as a percent of the estimate. It can be used to calculate a "confidence interval" around a sample estimate. For more information about RSEs, see appendix A.

³ Mean weekly hours are the hours an employee is scheduled to work in a week, exclusive of overtime.

⁴ Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Union workers are those whose wages are determined through collective bargaining. Wages of time workers are based solely on

hourly rate or salary; incentive workers are those whose wages are at least partially based on productivity payments such as piece rates, commissions, and production bonuses.

⁵ A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

⁶ Classification of establishments into goods-producing and service-producing industries applies to private industry only.

⁷ Establishments classified with 50-99 workers may contain establishments with fewer than 50 due to staff reductions between survey sampling and collection.

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

Table 2-1. Mean hourly earnings,¹ all workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Pittsburgh, PA, December 2004

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
All	\$18.33	3.4	\$17.44	4.0	\$23.92	3.8
All excluding sales	19.00	3.4	18.14	4.0	23.95	3.8
White collar	21.06	3.0	20.05	3.6	28.22	3.8
White collar excluding sales	22.66	2.9	21.73	3.5	28.29	3.8
Professional specialty and technical	28.06	3.3	26.53	4.3	34.25	2.8
Professional specialty	29.78	3.5	28.18	4.6	35.30	2.4
Engineers, architects, and surveyors	31.33	6.1	31.33	6.1	—	—
Electrical and electronic engineers	31.39	2.7	31.39	2.7	—	—
Mathematical and computer scientists	29.91	5.6	29.91	5.6	—	—
Computer systems analysts and scientists	30.11	5.7	30.11	5.7	—	—
Natural scientists	—	—	—	—	—	—
Health related	26.03	6.1	26.13	6.2	—	—
Registered nurses	24.70	3.8	24.76	3.9	—	—
Pharmacists	37.46	.7	37.46	.7	—	—
Physical therapists	27.53	10.6	27.53	10.6	—	—
Therapists, n.e.c.	14.29	15.1	—	—	—	—
Teachers, college and university	41.34	2.3	—	—	37.61	3.2
Other post-secondary teachers	35.84	5.2	—	—	—	—
Teachers, except college and university	35.54	3.2	23.08	11.3	36.45	3.3
Elementary school teachers	37.10	3.1	—	—	37.80	3.5
Secondary school teachers	35.87	3.1	—	—	36.32	3.3
Teachers, special education	39.88	8.6	—	—	—	—
Librarians, archivists, and curators	—	—	—	—	—	—
Social scientists and urban planners	21.55	10.5	20.56	10.2	—	—
Social, recreation, and religious workers	12.07	16.5	10.76	15.7	—	—
Social workers	14.91	9.2	13.10	8.6	—	—
Lawyers and judges	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	36.84	33.2	36.84	33.2	—	—
Editors and reporters	26.41	7.5	26.41	7.5	—	—
Technical	20.25	13.6	20.30	14.6	—	—
Clinical laboratory technologists and technicians	22.29	5.6	22.29	5.6	—	—
Radiological technicians	19.88	3.8	19.88	3.8	—	—
Licensed practical nurses	16.35	2.2	16.33	2.4	—	—
Health technologists and technicians, n.e.c.	12.49	4.7	12.49	4.7	—	—
Drafters	24.55	7.5	24.55	7.5	—	—
Executive, administrative, and managerial	28.12	6.9	28.11	7.5	28.25	12.6
Executives, administrators, and managers	33.86	8.9	34.17	9.7	31.54	17.6
Financial managers	42.35	7.3	42.35	7.3	—	—
Administrators, education and related fields	33.45	14.7	32.14	17.7	35.01	23.0
Managers, medicine and health	26.02	14.7	26.02	14.7	—	—
Managers and administrators, n.e.c.	33.20	11.9	32.97	12.2	—	—
Management related	22.39	5.0	22.46	5.2	—	—
Accountants and auditors	23.83	9.2	23.87	9.8	—	—
Personnel, training, and labor relations specialists	24.26	14.0	24.26	14.0	—	—
Purchasing agents and buyers, n.e.c.	22.23	9.9	22.23	9.9	—	—
Management related, n.e.c.	22.61	7.0	23.24	7.3	—	—
Sales	10.10	5.6	10.09	5.6	—	—
Supervisors, sales	17.27	22.9	17.27	22.9	—	—
Sales workers, apparel	8.82	13.1	8.82	13.1	—	—
Cashiers	7.32	3.1	7.27	3.0	—	—
Administrative support, including clerical	13.68	3.3	13.49	3.7	15.31	2.4
Secretaries	15.42	4.0	14.82	5.2	17.44	1.2
Stenographers	14.55	4.2	13.05	1.7	—	—
Receptionists	9.61	3.0	9.61	3.0	—	—
Order clerks	18.10	14.4	18.10	14.4	—	—
Library clerks	12.67	4.3	—	—	—	—
File clerks	8.74	8.4	8.74	8.4	—	—
Records clerks, n.e.c.	13.31	6.9	13.31	6.9	—	—
Bookkeepers, accounting and auditing clerks	14.17	2.9	13.92	2.9	—	—

See footnotes at end of table.

Table 2-1. Mean hourly earnings,¹ all workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Pittsburgh, PA, December 2004 — Continued

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
White collar –Continued						
Administrative support, including clerical –Continued						
Billing clerks	\$12.41	6.1	\$12.41	6.1	–	–
Traffic, shipping and receiving clerks	9.87	7.4	9.87	7.4	–	–
General office clerks	13.86	6.8	13.89	9.9	–	–
Teachers' aides	11.37	6.6	–	–	\$12.33	1.4
Administrative support, n.e.c.	15.06	11.4	15.58	12.7	–	–
Blue collar	16.20	4.4	15.85	4.8	19.05	3.8
Precision production, craft, and repair	18.64	3.6	18.67	3.9	18.32	3.8
Automobile mechanics	17.21	2.3	–	–	–	–
Mechanics and repairers, n.e.c.	14.58	1.9	14.58	1.9	–	–
Carpenters	19.80	7.5	–	–	–	–
Plumbers, pipefitters and steamfitters	25.44	5.3	25.44	5.3	–	–
Machinists	16.09	8.6	16.09	8.6	–	–
Electrical and electronic equipment assemblers ..	15.19	4.9	15.19	4.9	–	–
Machine operators, assemblers, and inspectors	13.53	13.7	13.53	13.7	–	–
Miscellaneous machine operators, n.e.c.	13.61	6.6	13.61	6.6	–	–
Welders and cutters	15.27	14.3	15.27	14.3	–	–
Assemblers	11.02	16.4	11.02	16.4	–	–
Transportation and material moving	17.46	4.2	16.79	5.0	19.72	3.2
Truck drivers	17.07	7.1	16.96	7.3	–	–
Bus drivers	17.44	10.3	–	–	–	–
Industrial truck and tractor equipment operators ..	15.61	1.7	15.61	1.7	–	–
Handlers, equipment cleaners, helpers, and laborers	12.78	5.7	11.98	5.7	18.42	7.6
Stock handlers and baggers	8.54	13.1	8.54	13.1	–	–
Freight, stock, and material handlers, n.e.c.	18.32	7.6	18.32	7.6	–	–
Vehicle washers and equipment cleaners	9.11	10.7	9.11	10.7	–	–
Laborers, except construction, n.e.c.	14.78	9.9	12.68	5.8	–	–
Service	11.69	5.7	9.57	5.3	18.90	8.5
Protective service	21.09	10.6	10.45	19.5	24.47	8.9
Police and detectives, public service	27.05	2.0	–	–	27.05	2.0
Guards and police, except public service	11.83	19.6	11.83	19.6	–	–
Food service	7.11	10.0	6.88	10.3	11.62	4.7
Waiters, waitresses, and bartenders	4.55	16.4	4.55	16.4	–	–
Bartenders	6.69	11.2	6.69	11.2	–	–
Waiters and waitresses	3.34	10.3	3.34	10.3	–	–
Waiters/Waitresses' assistants	5.99	3.9	5.99	3.9	–	–
Other food service	8.64	5.8	8.39	6.2	11.62	4.7
Cooks	9.54	4.5	9.57	4.5	–	–
Kitchen workers, food preparation	7.81	3.9	7.81	3.9	–	–
Food preparation, n.e.c.	8.17	10.6	7.38	12.9	11.89	3.3
Health service	10.72	1.7	10.42	1.7	–	–
Health aides, except nursing	10.53	1.6	10.45	1.2	–	–
Nursing aides, orderlies and attendants	10.75	2.0	10.42	1.8	–	–
Cleaning and building service	12.50	5.5	11.36	7.7	14.61	2.9
Maids and housemen	9.72	3.5	9.69	3.3	–	–
Janitors and cleaners	12.70	7.0	11.21	10.3	14.68	3.2
Personal service	16.75	5.4	18.21	5.7	–	–
Early childhood teachers' assistants	10.58	10.3	–	–	–	–
Child care workers, n.e.c.	9.84	17.3	–	–	–	–

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

² All workers include full-time and part-time workers.

³ A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

⁴ The relative standard error (RSE) is the standard error expressed as a percent of the estimate. It can be used to calculate a "confidence interval" around a sample estimate. For more information about RSEs, see appendix A.

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

Table 2-2. Mean hourly earnings,¹ full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Pittsburgh, PA, December 2004

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
All	\$19.34	3.5	\$18.49	4.1	\$24.29	3.3
All excluding sales	19.77	3.4	18.95	4.0	24.29	3.3
White collar	22.00	3.0	21.00	3.5	28.68	4.1
White collar excluding sales	23.02	3.0	22.08	3.5	28.68	4.1
Professional specialty and technical	28.63	3.0	27.08	4.0	34.78	2.2
Professional specialty	30.53	3.4	28.91	4.4	35.95	1.4
Engineers, architects, and surveyors	31.33	6.1	31.33	6.1	—	—
Electrical and electronic engineers	31.39	2.7	31.39	2.7	—	—
Mathematical and computer scientists	29.91	5.6	29.91	5.6	—	—
Computer systems analysts and scientists	30.11	5.7	30.11	5.7	—	—
Natural scientists	—	—	—	—	—	—
Health related	26.03	7.0	26.10	7.1	—	—
Registered nurses	24.91	4.4	24.94	4.5	—	—
Pharmacists	37.73	2.1	37.73	2.1	—	—
Physical therapists	27.54	11.4	27.54	11.4	—	—
Therapists, n.e.c.	14.29	15.1	—	—	—	—
Teachers, college and university	42.07	1.7	—	—	38.47	1.4
Other post-secondary teachers	35.84	5.2	—	—	—	—
Teachers, except college and university	36.13	2.1	23.40	12.5	37.10	2.1
Elementary school teachers	37.25	3.0	—	—	37.80	3.5
Secondary school teachers	36.13	2.6	—	—	36.59	2.8
Teachers, special education	38.97	8.5	—	—	—	—
Librarians, archivists, and curators	—	—	—	—	—	—
Social scientists and urban planners	21.55	10.5	20.56	10.2	—	—
Social, recreation, and religious workers	13.17	11.4	11.66	10.9	—	—
Social workers	15.09	9.9	13.14	9.1	—	—
Lawyers and judges	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	37.89	35.8	37.89	35.8	—	—
Editors and reporters	26.41	7.5	26.41	7.5	—	—
Technical	20.43	13.9	20.50	15.0	—	—
Clinical laboratory technologists and technicians	22.74	6.8	22.74	6.8	—	—
Radiological technicians	20.18	2.3	20.18	2.3	—	—
Licensed practical nurses	16.38	2.4	16.36	2.7	—	—
Health technologists and technicians, n.e.c.	12.44	4.8	12.44	4.8	—	—
Drafters	24.55	7.5	24.55	7.5	—	—
Executive, administrative, and managerial	28.12	6.9	28.11	7.5	28.25	12.6
Executives, administrators, and managers	33.86	8.9	34.17	9.7	31.54	17.6
Financial managers	42.35	7.3	42.35	7.3	—	—
Administrators, education and related fields	33.45	14.7	32.14	17.7	35.01	23.0
Managers, medicine and health	26.02	14.7	26.02	14.7	—	—
Managers and administrators, n.e.c.	33.20	11.9	32.97	12.2	—	—
Management related	22.39	5.0	22.46	5.2	—	—
Accountants and auditors	23.83	9.2	23.87	9.8	—	—
Personnel, training, and labor relations specialists	24.26	14.0	24.26	14.0	—	—
Purchasing agents and buyers, n.e.c.	22.23	9.9	22.23	9.9	—	—
Management related, n.e.c.	22.61	7.0	23.24	7.3	—	—
Sales	11.78	6.9	11.78	6.9	—	—
Supervisors, sales	17.27	22.9	17.27	22.9	—	—
Administrative support, including clerical	13.89	3.4	13.69	3.8	15.57	2.9
Secretaries	15.58	3.9	15.00	5.1	17.44	1.2
Stenographers	14.68	4.1	—	—	—	—
Receptionists	9.96	2.4	9.96	2.4	—	—
Order clerks	18.13	14.5	18.13	14.5	—	—
Records clerks, n.e.c.	13.33	7.2	13.33	7.2	—	—
Bookkeepers, accounting and auditing clerks	14.21	2.9	13.97	2.8	—	—
Billing clerks	12.41	6.1	12.41	6.1	—	—
Traffic, shipping and receiving clerks	9.87	7.4	9.87	7.4	—	—
General office clerks	14.07	7.4	14.11	10.9	—	—
Teachers' aides	11.43	7.3	—	—	12.49	2.5

See footnotes at end of table.

Table 2-2. Mean hourly earnings,¹ full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Pittsburgh, PA, December 2004 — Continued

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
White collar –Continued						
Administrative support, including clerical –Continued						
Administrative support, n.e.c.	\$17.33	6.4	\$17.33	6.4	–	–
Blue collar	16.71	4.6	16.41	5.1	\$19.09	3.8
Precision production, craft, and repair	18.72	3.5	18.76	3.8	18.32	3.8
Automobile mechanics	17.21	2.3	–	–	–	–
Mechanics and repairers, n.e.c.	14.61	1.9	14.61	1.9	–	–
Carpenters	19.80	7.5	–	–	–	–
Plumbers, pipefitters and steamfitters	25.44	5.3	25.44	5.3	–	–
Machinists	16.09	8.6	16.09	8.6	–	–
Electrical and electronic equipment assemblers ..	15.19	4.9	15.19	4.9	–	–
Machine operators, assemblers, and inspectors	13.62	14.0	13.62	14.0	–	–
Miscellaneous machine operators, n.e.c.	13.61	6.6	13.61	6.6	–	–
Welders and cutters	15.27	14.3	15.27	14.3	–	–
Assemblers	11.31	17.3	11.31	17.3	–	–
Transportation and material moving	17.94	3.9	17.34	4.7	19.83	3.1
Truck drivers	17.40	7.4	17.30	7.7	–	–
Industrial truck and tractor equipment operators ..	15.61	1.7	15.61	1.7	–	–
Handlers, equipment cleaners, helpers, and laborers	14.20	7.9	13.40	8.4	18.43	7.7
Stock handlers and baggers	12.43	12.2	12.43	12.2	–	–
Laborers, except construction, n.e.c.	16.32	8.5	14.57	6.1	–	–
Service	12.94	6.7	10.50	6.3	19.45	7.2
Protective service	21.89	9.2	10.70	22.0	25.36	5.2
Police and detectives, public service	27.05	2.0	–	–	27.05	2.0
Guards and police, except public service	12.14	18.9	12.14	18.9	–	–
Food service	7.79	14.8	7.48	15.2	–	–
Waiters, waitresses, and bartenders	4.88	25.5	4.88	25.5	–	–
Waiters and waitresses	3.48	20.0	3.48	20.0	–	–
Other food service	9.53	9.8	9.22	10.6	–	–
Cooks	9.82	3.5	9.82	3.5	–	–
Food preparation, n.e.c.	8.33	19.2	6.95	20.0	–	–
Health service	10.81	2.1	10.48	1.9	–	–
Health aides, except nursing	10.52	1.7	10.43	1.1	–	–
Nursing aides, orderlies and attendants	10.85	2.4	10.49	2.2	–	–
Cleaning and building service	12.86	4.2	11.75	6.4	14.76	3.0
Maids and housemen	9.91	3.0	9.80	2.9	–	–
Janitors and cleaners	13.07	5.2	11.68	8.4	14.73	3.0
Personal service	18.12	6.6	–	–	–	–

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.

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

³ A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

⁴ The relative standard error (RSE) is the standard error expressed as a percent of the estimate. It can be used to calculate a "confidence interval" around a sample estimate. For more information about RSEs, see appendix A.

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

Table 2-3. Mean hourly earnings,¹ part-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Pittsburgh, PA, December 2004

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
All	\$9.92	5.7	\$9.52	5.9	\$16.35	22.0
All excluding sales	10.89	6.6	10.43	7.0	16.59	24.4
White collar	12.01	7.9	11.41	7.7	19.98	19.7
White collar excluding sales	16.56	10.1	15.98	10.7	20.70	23.4
Professional specialty and technical	20.93	14.9	20.22	16.5	25.06	28.4
Professional specialty	21.46	16.5	20.76	18.7	25.06	28.4
Health related	26.04	7.3	26.23	7.3	—	—
Registered nurses	23.93	3.6	24.10	3.7	—	—
Teachers, college and university	—	—	—	—	—	—
Teachers, except college and university	25.46	34.4	—	—	25.92	34.6
Librarians, archivists, and curators	—	—	—	—	—	—
Social, recreation, and religious workers	7.71	25.6	7.71	25.6	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	—	—	—	—	—	—
Technical	15.81	3.1	15.81	3.1	—	—
Sales	6.98	2.0	6.92	1.9	—	—
Sales workers, other commodities	7.38	10.4	7.38	10.4	—	—
Cashiers	6.63	2.1	6.54	1.6	—	—
Administrative support, including clerical	10.63	11.9	10.61	13.1	10.87	7.0
Blue collar	9.01	13.1	8.78	13.8	—	—
Precision production, craft, and repair	—	—	—	—	—	—
Machine operators, assemblers, and inspectors	—	—	—	—	—	—
Transportation and material moving	11.73	11.4	—	—	—	—
Handlers, equipment cleaners, helpers, and laborers	7.96	10.2	7.91	10.2	—	—
Stock handlers and baggers	6.36	1.8	6.36	1.8	—	—
Service	7.03	5.3	6.89	5.7	9.31	3.3
Protective service	—	—	—	—	—	—
Food service	6.28	7.2	6.19	7.5	—	—
Waiters, waitresses, and bartenders	4.14	6.2	4.14	6.2	—	—
Waiters and waitresses	3.19	1.6	3.19	1.6	—	—
Waiters/Waitresses' assistants	5.71	11.1	5.71	11.1	—	—
Other food service	7.55	4.2	7.46	4.5	—	—
Kitchen workers, food preparation	7.43	1.1	7.43	1.1	—	—
Food preparation, n.e.c.	7.99	3.0	7.77	4.3	—	—
Health service	9.92	1.4	9.92	1.4	—	—
Nursing aides, orderlies and attendants	9.84	1.8	9.84	1.8	—	—
Cleaning and building service	—	—	—	—	—	—
Personal service	8.51	14.1	8.45	15.5	—	—

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

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

³ A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

⁴ The relative standard error (RSE) is the standard error expressed as a percent of the estimate. It can be used to calculate a "confidence interval" around a sample estimate. For more information about RSEs, see appendix A.

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

Table 3-1. Mean weekly earnings,¹ full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Pittsburgh, PA, December 2004

Occupation ³	Total			Private industry			State and local government		
	Weekly earnings		Mean weekly hours ⁵	Weekly earnings		Mean weekly hours ⁵	Weekly earnings		Mean weekly hours ⁵
	Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)	
All	\$760	3.4	39.3	\$728	4.0	39.4	\$948	3.3	39.0
All excluding sales	777	3.4	39.3	746	4.0	39.4	948	3.3	39.0
White collar	864	3.0	39.3	828	3.6	39.4	1,102	3.9	38.4
White collar excluding sales	904	3.0	39.3	871	3.6	39.4	1,102	3.9	38.4
Professional specialty and technical	1,122	3.1	39.2	1,068	4.1	39.4	1,331	2.4	38.3
Professional specialty	1,198	3.6	39.2	1,144	4.8	39.6	1,375	1.6	38.2
Engineers, architects, and surveyors	1,253	6.1	40.0	1,253	6.1	40.0	-	-	-
Electrical and electronic engineers	1,256	2.7	40.0	1,256	2.7	40.0	-	-	-
Mathematical and computer scientists	1,190	5.6	39.8	1,190	5.6	39.8	-	-	-
Computer systems analysts and scientists	1,200	5.6	39.8	1,200	5.6	39.8	-	-	-
Natural scientists	-	-	-	-	-	-	-	-	-
Health related	1,011	7.6	38.8	1,014	7.7	38.8	-	-	-
Registered nurses	959	4.5	38.5	960	4.6	38.5	-	-	-
Pharmacists	1,534	1.9	40.6	1,534	1.9	40.6	-	-	-
Physical therapists	1,069	9.7	38.8	1,069	9.7	38.8	-	-	-
Therapists, n.e.c.	548	17.7	38.4	-	-	-	-	-	-
Teachers, college and university	1,586	1.9	37.7	-	-	-	1,427	2.3	37.1
Other post-secondary teachers	1,347	5.2	37.6	-	-	-	-	-	-
Teachers, except college and university	1,385	2.4	38.3	866	10.9	37.0	1,426	2.5	38.4
Elementary school teachers ...	1,431	4.6	38.4	-	-	-	1,456	5.3	38.5
Secondary school teachers ...	1,359	1.4	37.6	-	-	-	1,376	.1	37.6
Teachers, special education ...	1,541	9.5	39.5	-	-	-	-	-	-
Librarians, archivists, and curators	-	-	-	-	-	-	-	-	-
Social scientists and urban planners	852	10.4	39.5	815	10.3	39.6	-	-	-
Social, recreation, and religious workers	551	7.9	41.8	498	7.1	42.7	-	-	-
Social workers	594	9.3	39.4	526	9.1	40.0	-	-	-
Lawyers and judges	-	-	-	-	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	1,386	30.7	36.6	1,386	30.7	36.6	-	-	-
Editors and reporters	990	7.5	37.5	990	7.5	37.5	-	-	-
Technical	796	12.2	39.0	800	13.1	39.0	-	-	-
Clinical laboratory technologists and technicians	910	6.8	40.0	910	6.8	40.0	-	-	-
Radiological technicians	805	2.1	39.9	805	2.1	39.9	-	-	-
Licensed practical nurses	650	1.9	39.7	648	2.1	39.6	-	-	-
Health technologists and technicians, n.e.c.	502	3.9	40.3	502	3.9	40.3	-	-	-
Drafters	982	7.5	40.0	982	7.5	40.0	-	-	-
Executive, administrative, and managerial	1,108	6.5	39.4	1,110	7.0	39.5	1,087	13.8	38.5
Executives, administrators, and managers	1,333	8.2	39.4	1,347	8.9	39.4	1,228	18.9	38.9
Financial managers	1,608	6.7	38.0	1,608	6.7	38.0	-	-	-
Administrators, education and related fields	1,333	16.0	39.9	1,296	19.6	40.3	1,377	26.0	39.3
Managers, medicine and health	1,089	11.9	41.9	1,089	11.9	41.9	-	-	-
Managers and administrators, n.e.c.	1,326	11.4	39.9	1,319	11.7	40.0	-	-	-

See footnotes at end of table.

Table 3-1. Mean weekly earnings,¹ full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Pittsburgh, PA, December 2004 — Continued

Occupation ³	Total			Private industry			State and local government		
	Weekly earnings		Mean weekly hours ⁵	Weekly earnings		Mean weekly hours ⁵	Weekly earnings		Mean weekly hours ⁵
	Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)	
White collar —Continued									
Executive, administrative, and managerial —Continued									
Management related	\$882	5.2	39.4	\$888	5.5	39.5	—	—	—
Accountants and auditors	939	9.4	39.4	945	10.0	39.6	—	—	—
Personnel, training, and labor relations specialists	951	14.1	39.2	951	14.1	39.2	—	—	—
Purchasing agents and buyers, n.e.c.	889	9.9	40.0	889	9.9	40.0	—	—	—
Management related, n.e.c.	900	7.0	39.8	930	7.1	40.0	—	—	—
Sales	464	6.9	39.4	464	6.9	39.4	—	—	—
Supervisors, sales	687	22.5	39.8	687	22.5	39.8	—	—	—
Administrative support, including clerical									
Secretaries	613	3.8	39.3	590	5.0	39.3	\$602	2.1	38.7
Stenographers	575	3.1	39.2	—	—	—	687	2.4	39.4
Receptionists	397	2.4	39.9	397	2.4	39.9	—	—	—
Order clerks	720	14.3	39.7	720	14.3	39.7	—	—	—
Records clerks, n.e.c.	523	6.4	39.3	523	6.4	39.3	—	—	—
Bookkeepers, accounting and auditing clerks	553	3.4	38.9	544	3.2	38.9	—	—	—
Billing clerks	496	6.1	40.0	496	6.1	40.0	—	—	—
Traffic, shipping and receiving clerks	395	7.4	40.0	395	7.4	40.0	—	—	—
General office clerks	558	7.0	39.7	562	10.7	39.9	—	—	—
Teachers' aides	431	6.8	37.7	—	—	—	455	5.1	36.5
Administrative support, n.e.c.	665	6.3	38.4	665	6.3	38.4	—	—	—
Blue collar	661	4.0	39.5	649	4.4	39.5	755	4.0	39.5
Precision production, craft, and repair									
Automobile mechanics	680	4.2	39.5	—	—	—	728	4.1	39.7
Mechanics and repairers, n.e.c.	585	1.9	40.0	585	1.9	40.0	—	—	—
Carpenters	789	7.8	39.8	—	—	—	—	—	—
Plumbers, pipefitters and steamfitters	959	9.0	37.7	959	9.0	37.7	—	—	—
Machinists	638	9.1	39.7	638	9.1	39.7	—	—	—
Electrical and electronic equipment assemblers	608	4.9	40.0	608	4.9	40.0	—	—	—
Machine operators, assemblers, and inspectors									
Miscellaneous machine operators, n.e.c.	544	6.6	40.0	544	6.6	40.0	—	—	—
Welders and cutters	602	15.3	39.4	602	15.3	39.4	—	—	—
Assemblers	453	17.3	40.0	453	17.3	40.0	—	—	—
Transportation and material moving									
Truck drivers	696	7.4	40.0	692	7.7	40.0	781	3.4	39.4
Industrial truck and tractor equipment operators	625	1.7	40.0	625	1.7	40.0	—	—	—
Handlers, equipment cleaners, helpers, and laborers									
Stock handlers and baggers ...	489	12.8	39.3	489	12.8	39.3	729	8.5	39.6
Laborers, except construction, n.e.c.	653	8.5	40.0	583	6.1	40.0	—	—	—

See footnotes at end of table.

Table 3-1. Mean weekly earnings,¹ full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Pittsburgh, PA, December 2004 — Continued

Occupation ³	Total			Private industry			State and local government		
	Weekly earnings		Mean weekly hours ⁵	Weekly earnings		Mean weekly hours ⁵	Weekly earnings		Mean weekly hours ⁵
	Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)	
Service	\$505	6.5	39.1	\$407	5.9	38.8	\$775	7.2	39.9
Protective service	904	7.8	41.3	476	16.6	44.4	1,026	5.1	40.5
Police and detectives, public service	1,082	2.0	40.0	—	—	—	1,082	2.0	40.0
Guards and police, except public service	477	19.9	39.3	477	19.9	39.3	—	—	—
Food service	304	14.5	39.0	293	15.1	39.2	—	—	—
Waiters, waitresses, and bartenders	185	26.4	37.9	185	26.4	37.9	—	—	—
Waiters and waitresses	129	19.0	37.2	129	19.0	37.2	—	—	—
Other food service	379	9.4	39.7	370	10.3	40.2	—	—	—
Cooks	387	3.1	39.4	387	3.1	39.4	—	—	—
Food preparation, n.e.c.	325	18.5	39.0	278	20.0	40.0	—	—	—
Health service	426	2.6	39.5	413	2.4	39.4	—	—	—
Health aides, except nursing ..	421	1.7	40.0	417	1.1	40.0	—	—	—
Nursing aides, orderlies and attendants	427	3.0	39.4	412	2.7	39.3	—	—	—
Cleaning and building service	513	4.2	39.9	470	6.4	40.0	588	2.8	39.8
Maids and housemen	396	3.0	40.0	392	2.9	40.0	—	—	—
Janitors and cleaners	522	5.2	39.9	467	8.5	39.9	587	2.9	39.9
Personal service	570	2.5	31.5	—	—	—	—	—	—

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

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

³ A classification system including about 480 individual occupations is used to

cover all workers in the civilian economy. See appendix B for more information.

⁴ The relative standard error (RSE) is the standard error expressed as a percent of the estimate. It can be used to calculate a "confidence interval" around a sample estimate. For more information about RSEs, see appendix A.

⁵ Mean weekly hours are the hours an employee is scheduled to work in a week, exclusive of overtime.

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

Table 3-2. Mean annual earnings,¹ full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Pittsburgh, PA, December 2004

Occupation ³	Total			Private industry			State and local government		
	Annual earnings		Mean annual hours ⁵	Annual earnings		Mean annual hours ⁵	Annual earnings		Mean annual hours ⁵
	Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)	
All	\$38,312	3.4	1,981	\$37,266	4.0	2,016	\$43,766	3.3	1,802
All excluding sales	39,106	3.4	1,978	38,152	4.0	2,014	43,766	3.3	1,802
White collar	43,127	3.0	1,961	42,363	3.6	2,017	47,325	3.9	1,650
White collar excluding sales	44,945	3.0	1,952	44,462	3.6	2,014	47,325	3.9	1,650
Professional specialty and technical	53,116	3.1	1,855	53,231	4.1	1,966	52,764	2.4	1,517
Professional specialty	55,556	3.6	1,820	56,348	4.8	1,949	53,538	1.6	1,489
Engineers, architects, and surveyors	65,176	6.1	2,080	65,176	6.1	2,080	-	-	-
Electrical and electronic engineers	65,286	2.7	2,080	65,286	2.7	2,080	-	-	-
Mathematical and computer scientists	61,899	5.6	2,069	61,899	5.6	2,069	-	-	-
Computer systems analysts and scientists	62,389	5.6	2,072	62,389	5.6	2,072	-	-	-
Natural scientists	-	-	-	-	-	-	-	-	-
Health related	52,579	7.6	2,020	52,715	7.7	2,020	-	-	-
Registered nurses	49,877	4.5	2,003	49,924	4.6	2,002	-	-	-
Pharmacists	79,753	1.9	2,114	79,753	1.9	2,114	-	-	-
Physical therapists	55,614	9.7	2,019	55,614	9.7	2,019	-	-	-
Therapists, n.e.c.	28,516	17.7	1,996	-	-	-	-	-	-
Teachers, college and university	59,956	1.9	1,425	-	-	-	56,811	2.3	1,477
Other post-secondary teachers	57,219	5.2	1,596	-	-	-	-	-	-
Teachers, except college and university	52,516	2.4	1,453	35,025	10.9	1,497	53,809	2.5	1,450
Elementary school teachers ...	53,509	4.6	1,436	-	-	-	54,434	5.3	1,440
Secondary school teachers ...	50,772	1.4	1,405	-	-	-	51,398	.1	1,405
Teachers, special education ...	58,277	9.5	1,495	-	-	-	-	-	-
Librarians, archivists, and curators	-	-	-	-	-	-	-	-	-
Social scientists and urban planners	43,718	10.4	2,029	42,384	10.3	2,061	-	-	-
Social, recreation, and religious workers	22,953	7.9	1,743	19,948	7.1	1,710	-	-	-
Social workers	30,905	9.3	2,048	27,339	9.1	2,080	-	-	-
Lawyers and judges	-	-	-	-	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	71,886	30.7	1,897	71,886	30.7	1,897	-	-	-
Editors and reporters	51,490	7.5	1,950	51,490	7.5	1,950	-	-	-
Technical	41,395	12.2	2,026	41,583	13.1	2,029	-	-	-
Clinical laboratory technologists and technicians	47,301	6.8	2,080	47,301	6.8	2,080	-	-	-
Radiological technicians	41,853	2.1	2,074	41,853	2.1	2,074	-	-	-
Licensed practical nurses	33,803	1.9	2,064	33,708	2.1	2,060	-	-	-
Health technologists and technicians, n.e.c.	26,096	3.9	2,098	26,096	3.9	2,098	-	-	-
Drafters	51,072	7.5	2,080	51,072	7.5	2,080	-	-	-
Executive, administrative, and managerial	57,433	6.5	2,042	57,594	7.0	2,049	55,764	13.8	1,974
Executives, administrators, and managers	68,908	8.2	2,035	69,761	8.9	2,042	62,624	18.9	1,986
Financial managers	83,607	6.7	1,974	83,607	6.7	1,974	-	-	-
Administrators, education and related fields	66,408	16.0	1,985	64,089	19.6	1,994	69,126	26.0	1,975
Managers, medicine and health	56,646	11.9	2,177	56,646	11.9	2,177	-	-	-
Managers and administrators, n.e.c.	68,971	11.4	2,077	68,568	11.7	2,080	-	-	-

See footnotes at end of table.

Table 3-2. Mean annual earnings,¹ full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Pittsburgh, PA, December 2004 — Continued

Occupation ³	Total			Private industry			State and local government		
	Annual earnings		Mean annual hours ⁵	Annual earnings		Mean annual hours ⁵	Annual earnings		Mean annual hours ⁵
	Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)	
White collar —Continued									
Executive, administrative, and managerial —Continued									
Management related	\$45,888	5.2	2,050	\$46,169	5.5	2,056	—	—	—
Accountants and auditors	48,840	9.4	2,050	49,135	10.0	2,058	—	—	—
Personnel, training, and labor relations specialists	49,441	14.1	2,038	49,441	14.1	2,038	—	—	—
Purchasing agents and buyers, n.e.c.	46,237	9.9	2,080	46,237	9.9	2,080	—	—	—
Management related, n.e.c.	46,777	7.0	2,069	48,382	7.1	2,082	—	—	—
Sales	24,108	6.9	2,047	24,108	6.9	2,047	—	—	—
Supervisors, sales	35,719	22.5	2,068	35,719	22.5	2,068	—	—	—
Administrative support, including clerical									
Secretaries	31,871	3.8	2,045	30,679	5.0	2,045	\$29,213	2.1	1,877
Stenographers	27,740	3.1	1,890	—	—	—	35,703	2.4	2,047
Receptionists	20,640	2.4	2,072	20,640	2.4	2,072	—	—	—
Order clerks	37,445	14.3	2,065	37,445	14.3	2,065	—	—	—
Records clerks, n.e.c.	27,209	6.4	2,042	27,209	6.4	2,042	—	—	—
Bookkeepers, accounting and auditing clerks	28,778	3.4	2,025	28,274	3.2	2,024	—	—	—
Billing clerks	25,375	6.1	2,044	25,375	6.1	2,044	—	—	—
Traffic, shipping and receiving clerks	20,299	7.4	2,056	20,299	7.4	2,056	—	—	—
General office clerks	29,012	7.0	2,062	29,247	10.7	2,073	—	—	—
Teachers' aides	18,233	6.8	1,596	—	—	—	17,594	5.1	1,408
Administrative support, n.e.c.	34,562	6.3	1,994	34,562	6.3	1,994	—	—	—
Blue collar	34,166	4.0	2,044	33,570	4.4	2,046	38,790	4.0	2,032
Precision production, craft, and repair									
Automobile mechanics	35,382	4.2	2,056	—	—	—	37,852	4.1	2,066
Mechanics and repairers, n.e.c.	30,398	1.9	2,080	30,398	1.9	2,080	—	—	—
Carpenters	41,020	7.8	2,072	—	—	—	—	—	—
Plumbers, pipefitters and steamfitters	49,876	9.0	1,961	49,876	9.0	1,961	—	—	—
Machinists	33,183	9.1	2,063	33,183	9.1	2,063	—	—	—
Electrical and electronic equipment assemblers	31,597	4.9	2,080	31,597	4.9	2,080	—	—	—
Machine operators, assemblers, and inspectors									
Miscellaneous machine operators, n.e.c.	27,946	6.6	2,054	27,946	6.6	2,054	—	—	—
Welders and cutters	31,281	15.3	2,049	31,281	15.3	2,049	—	—	—
Assemblers	23,382	17.3	2,067	23,382	17.3	2,067	—	—	—
Transportation and material moving									
Truck drivers	36,187	7.4	2,080	35,987	7.7	2,080	39,678	3.4	2,001
Industrial truck and tractor equipment operators	32,478	1.7	2,080	32,478	1.7	2,080	—	—	—
Handlers, equipment cleaners, helpers, and laborers									
Stock handlers and baggers ...	25,427	12.8	2,046	25,427	12.8	2,046	37,931	8.5	2,058
Laborers, except construction, n.e.c.	33,954	8.5	2,080	30,313	6.1	2,080	—	—	—

See footnotes at end of table.

Table 3-2. Mean annual earnings,¹ full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Pittsburgh, PA, December 2004 — Continued

Occupation ³	Total			Private industry			State and local government		
	Annual earnings		Mean annual hours ⁵	Annual earnings		Mean annual hours ⁵	Annual earnings		Mean annual hours ⁵
	Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)	
Service	\$25,384	6.5	1,962	\$20,467	5.9	1,949	\$38,856	7.2	1,998
Protective service	41,178	7.8	1,881	15,030	16.6	1,404	53,341	5.1	2,103
Police and detectives, public service	56,268	2.0	2,080	—	—	—	56,268	2.0	2,080
Guards and police, except public service	24,805	19.9	2,043	24,805	19.9	2,043	—	—	—
Food service	15,473	14.5	1,987	15,232	15.1	2,037	—	—	—
Waiters, waitresses, and bartenders	9,615	26.4	1,969	9,615	26.4	1,969	—	—	—
Waiters and waitresses	6,724	19.0	1,933	6,724	19.0	1,933	—	—	—
Other food service	19,035	9.4	1,998	19,221	10.3	2,085	—	—	—
Cooks	20,053	3.1	2,042	20,053	3.1	2,042	—	—	—
Food preparation, n.e.c.	15,624	18.5	1,875	14,446	20.0	2,080	—	—	—
Health service	22,173	2.6	2,052	21,473	2.4	2,049	—	—	—
Health aides, except nursing ..	21,887	1.7	2,080	21,704	1.1	2,080	—	—	—
Nursing aides, orderlies and attendants	22,220	3.0	2,047	21,433	2.7	2,043	—	—	—
Cleaning and building service	26,422	4.2	2,055	24,159	6.4	2,056	30,308	2.8	2,053
Maids and housemen	20,606	3.0	2,080	20,377	2.9	2,080	—	—	—
Janitors and cleaners	26,785	5.2	2,049	23,880	8.5	2,045	30,273	2.9	2,055
Personal service	28,049	2.5	1,548	—	—	—	—	—	—

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

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

³ A classification system including about 480 individual occupations is used to

cover all workers in the civilian economy. See appendix B for more information.

⁴ The relative standard error (RSE) is the standard error expressed as a percent of the estimate. It can be used to calculate a "confidence interval" around a sample estimate. For more information about RSEs, see appendix A.

⁵ Mean annual hours are the hours an employee is scheduled to work in a year, exclusive of overtime.

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

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

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
All	\$18.33	3.4	\$17.44	4.0	\$23.92	3.8
All excluding sales	19.00	3.4	18.14	4.0	23.95	3.8
White collar	21.06	3.0	20.05	3.6	28.22	3.8
1	6.76	7.8	6.76	7.9	—	—
2	8.71	3.1	8.63	3.2	—	—
3	10.12	6.1	9.95	6.3	14.14	9.7
4	14.13	5.6	13.97	6.6	15.04	3.6
5	14.65	4.2	14.22	4.2	18.77	10.4
6	17.25	4.3	16.49	4.8	—	—
7	21.53	2.8	19.54	3.7	30.22	5.6
8	23.72	4.0	22.71	3.1	30.29	7.4
9	29.54	3.1	26.00	3.9	39.19	6.5
10	31.46	4.8	31.39	4.9	—	—
11	38.22	10.1	38.58	11.1	35.78	16.5
12	51.39	6.7	52.65	7.1	—	—
13	52.44	7.1	52.44	7.1	—	—
Not able to be leveled	24.20	11.2	23.81	11.8	35.83	6.2
White collar excluding sales	22.66	2.9	21.73	3.5	28.29	3.8
2	9.57	3.2	9.51	3.4	—	—
3	10.88	6.8	10.66	7.1	—	—
4	14.35	6.0	14.22	7.2	15.04	3.6
5	14.60	4.2	14.15	4.2	18.77	10.4
6	17.27	4.8	16.44	5.4	—	—
7	21.49	2.8	19.47	3.7	30.22	5.6
8	23.72	4.0	22.71	3.1	30.29	7.4
9	29.42	3.1	25.77	3.4	39.19	6.5
10	31.40	4.8	31.32	5.0	—	—
11	38.23	10.2	38.60	11.3	35.78	16.5
12	51.39	6.7	52.65	7.1	—	—
13	52.44	7.1	52.44	7.1	—	—
Not able to be leveled	29.31	12.1	29.01	12.8	35.83	6.2
Professional specialty and technical	28.06	3.3	26.53	4.3	34.25	2.8
Professional specialty	29.78	3.5	28.18	4.6	35.30	2.4
5	14.05	17.1	14.35	17.8	—	—
6	19.93	10.8	18.48	23.0	—	—
7	22.98	5.8	19.09	9.0	32.27	3.3
8	26.44	3.8	25.27	2.8	31.32	6.1
9	30.58	3.6	25.88	3.7	39.21	6.5
10	31.68	4.9	31.57	5.4	—	—
11	38.14	7.6	37.37	9.5	—	—
12	50.20	7.8	—	—	—	—
Not able to be leveled	38.41	30.2	38.63	30.2	—	—
Engineers, architects, and surveyors	31.33	6.1	31.33	6.1	—	—
9	30.62	1.9	30.62	1.9	—	—
Electrical and electronic engineers	31.39	2.7	31.39	2.7	—	—
Mathematical and computer scientists	29.91	5.6	29.91	5.6	—	—
9	30.55	7.0	30.55	7.0	—	—
11	39.04	4.2	39.04	4.2	—	—
Computer systems analysts and scientists	30.11	5.7	30.11	5.7	—	—
9	31.78	5.4	31.78	5.4	—	—
Natural scientists	—	—	—	—	—	—
Health related	26.03	6.1	26.13	6.2	—	—
7	19.63	9.4	19.53	9.6	—	—
8	24.01	1.3	24.18	1.4	—	—
9	25.39	4.6	25.39	4.6	—	—
10	33.06	4.0	33.06	4.0	—	—
Registered nurses	24.70	3.8	24.76	3.9	—	—
7	22.50	2.2	22.46	2.2	—	—
8	23.48	.7	23.66	.7	—	—
9	23.98	5.3	23.98	5.3	—	—
Pharmacists	37.46	.7	37.46	.7	—	—
Physical therapists	27.53	10.6	27.53	10.6	—	—
Therapists, n.e.c.	14.29	15.1	—	—	—	—
Teachers, college and university	41.34	2.3	—	—	37.61	3.2

See footnotes at end of table.

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

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
White collar –Continued						
Professional specialty and technical –Continued						
Professional specialty –Continued						
Teachers, college and university –Continued						
9	\$27.15	11.5	–	–	–	–
Other post-secondary teachers	35.84	5.2	–	–	–	–
Teachers, except college and university	35.54	3.2	\$23.08	11.3	\$36.45	3.3
7	32.48	3.5	–	–	32.48	3.5
8	30.98	7.6	24.26	19.9	32.63	4.2
9	40.22	6.9	–	–	40.74	6.9
Elementary school teachers	37.10	3.1	–	–	37.80	3.5
Secondary school teachers	35.87	3.1	–	–	36.32	3.3
8	32.83	8.5	–	–	–	–
9	37.36	1.8	–	–	37.36	1.8
Teachers, special education	39.88	8.6	–	–	–	–
Librarians, archivists, and curators	–	–	–	–	–	–
Social scientists and urban planners	21.55	10.5	20.56	10.2	–	–
Social, recreation, and religious workers	12.07	16.5	10.76	15.7	–	–
Social workers	14.91	9.2	13.10	8.6	–	–
Lawyers and judges	–	–	–	–	–	–
Writers, authors, entertainers, athletes, and professionals, n.e.c.	36.84	33.2	36.84	33.2	–	–
9	23.33	6.2	23.33	6.2	–	–
Not able to be leveled	53.04	49.1	53.04	49.1	–	–
Editors and reporters	26.41	7.5	26.41	7.5	–	–
Technical	20.25	13.6	20.30	14.6	–	–
4	13.18	4.8	12.83	3.6	–	–
5	14.50	9.3	14.36	10.0	–	–
6	15.51	15.7	13.79	14.1	–	–
7	20.61	5.8	20.61	5.8	–	–
9	25.41	7.3	25.41	7.3	–	–
Not able to be leveled	20.05	12.6	20.05	12.6	–	–
Clinical laboratory technologists and technicians	22.29	5.6	22.29	5.6	–	–
Radiological technicians	19.88	3.8	19.88	3.8	–	–
Licensed practical nurses	16.35	2.2	16.33	2.4	–	–
4	16.69	5.5	15.51	.8	–	–
Health technologists and technicians, n.e.c.	12.49	4.7	12.49	4.7	–	–
4	12.05	4.9	12.05	4.9	–	–
Drafters	24.55	7.5	24.55	7.5	–	–
Executive, administrative, and managerial	28.12	6.9	28.11	7.5	28.25	12.6
7	19.68	3.6	20.02	3.7	–	–
8	19.69	8.1	19.40	8.3	–	–
9	25.53	5.5	25.55	5.5	–	–
10	30.79	12.1	30.79	12.1	–	–
11	30.42	7.4	31.24	6.7	–	–
12	53.54	11.1	54.90	11.5	–	–
13	53.19	8.3	53.19	8.3	–	–
Not able to be leveled	30.89	8.5	30.35	9.2	–	–
Executives, administrators, and managers	33.86	8.9	34.17	9.7	31.54	17.6
9	28.06	9.6	28.11	9.6	–	–
11	29.50	8.5	30.23	7.4	–	–
12	53.54	11.1	54.90	11.5	–	–
13	50.39	8.1	50.39	8.1	–	–
Not able to be leveled	34.47	9.8	34.13	11.1	–	–
Financial managers	42.35	7.3	42.35	7.3	–	–
Administrators, education and related fields	33.45	14.7	32.14	17.7	35.01	23.0
Managers, medicine and health	26.02	14.7	26.02	14.7	–	–
Managers and administrators, n.e.c.	33.20	11.9	32.97	12.2	–	–
Not able to be leveled	37.28	19.2	36.87	20.4	–	–
Management related	22.39	5.0	22.46	5.2	–	–
7	19.18	2.2	19.42	2.3	–	–
8	19.43	8.2	19.10	8.3	–	–
9	23.55	4.7	23.55	4.7	–	–

See footnotes at end of table.

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

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
White collar –Continued						
Executive, administrative, and managerial –Continued						
Management related –Continued						
10	\$29.45	13.5	\$29.45	13.5	–	–
Not able to be leveled	22.56	2.6	22.56	2.6	–	–
Accountants and auditors	23.83	9.2	23.87	9.8	–	–
Personnel, training, and labor relations specialists						
.....	24.26	14.0	24.26	14.0	–	–
Purchasing agents and buyers, n.e.c.	22.23	9.9	22.23	9.9	–	–
Management related, n.e.c.	22.61	7.0	23.24	7.3	–	–
Sales						
.....	10.10	5.6	10.09	5.6	–	–
1	6.72	9.1	6.72	9.1	–	–
2	7.20	2.4	7.20	2.4	–	–
3	8.75	10.3	8.70	10.7	–	–
4	11.79	4.2	11.79	4.2	–	–
Supervisors, sales	17.27	22.9	17.27	22.9	–	–
Sales workers, apparel	8.82	13.1	8.82	13.1	–	–
Cashiers	7.32	3.1	7.27	3.0	–	–
2	7.15	5.1	7.15	5.1	–	–
3	7.48	10.6	7.32	10.7	–	–
Administrative support, including clerical						
.....	13.68	3.3	13.49	3.7	\$15.31	2.4
2	9.57	3.2	9.51	3.4	–	–
3	11.56	2.6	11.35	2.5	–	–
4	14.47	6.3	14.38	7.6	14.95	3.5
5	14.44	4.9	13.70	4.3	–	–
6	17.03	4.0	16.95	4.1	–	–
7	18.38	.7	18.38	.7	–	–
Not able to be leveled	12.79	7.2	12.79	7.2	–	–
Secretaries						
.....	15.42	4.0	14.82	5.2	17.44	1.2
3	13.11	9.0	11.83	2.0	–	–
4	13.64	4.1	12.71	4.0	16.00	5.8
5	19.30	13.3	16.24	6.1	–	–
6	18.59	8.3	18.58	9.8	–	–
Stenographers						
.....	14.55	4.2	13.05	1.7	–	–
4	14.62	4.4	–	–	–	–
Receptionists						
.....	9.61	3.0	9.61	3.0	–	–
2	9.87	3.8	9.87	3.8	–	–
Order clerks	18.10	14.4	18.10	14.4	–	–
Library clerks	12.67	4.3	–	–	–	–
File clerks	8.74	8.4	8.74	8.4	–	–
Records clerks, n.e.c.	13.31	6.9	13.31	6.9	–	–
4	13.16	8.0	13.16	8.0	–	–
Bookkeepers, accounting and auditing clerks	14.17	2.9	13.92	2.9	–	–
4	14.04	5.1	14.04	5.1	–	–
Billing clerks	12.41	6.1	12.41	6.1	–	–
Traffic, shipping and receiving clerks	9.87	7.4	9.87	7.4	–	–
General office clerks	13.86	6.8	13.89	9.9	–	–
4	13.61	8.7	13.39	12.4	–	–
Teachers' aides	11.37	6.6	–	–	12.33	1.4
Administrative support, n.e.c.	15.06	11.4	15.58	12.7	–	–
Blue collar						
.....	16.20	4.4	15.85	4.8	19.05	3.8
1	8.66	3.1	8.14	3.3	–	–
2	12.99	8.7	12.77	9.4	–	–
3	14.40	6.5	14.17	7.0	–	–
4	14.21	9.2	14.05	9.4	–	–
5	16.83	3.3	16.74	3.5	–	–
6	19.43	7.0	18.77	10.9	–	–
7	21.04	4.7	21.27	5.5	19.66	1.3
Precision production, craft, and repair						
.....	18.64	3.6	18.67	3.9	18.32	3.8
3	12.99	2.9	12.99	2.9	–	–

See footnotes at end of table.

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

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Blue collar —Continued						
Precision production, craft, and repair —Continued						
4	\$12.60	2.7	—	—	—	—
5	16.82	2.5	\$16.84	2.5	—	—
6	18.87	7.8	18.34	8.4	—	—
7	21.31	4.8	21.85	5.5	\$17.96	2.8
Automobile mechanics	17.21	2.3	—	—	—	—
Mechanics and repairers, n.e.c.	14.58	1.9	14.58	1.9	—	—
Carpenters	19.80	7.5	—	—	—	—
Plumbers, pipefitters and steamfitters	25.44	5.3	25.44	5.3	—	—
Machinists	16.09	8.6	16.09	8.6	—	—
Electrical and electronic equipment assemblers ..	15.19	4.9	15.19	4.9	—	—
Machine operators, assemblers, and inspectors						
2	13.53	13.7	13.53	13.7	—	—
.....	11.53	9.9	11.53	9.9	—	—
3	12.61	19.7	12.61	19.7	—	—
5	14.42	8.7	14.42	8.7	—	—
6	19.66	15.4	19.66	15.4	—	—
7	18.28	10.8	18.28	10.8	—	—
Miscellaneous machine operators, n.e.c.	13.61	6.6	13.61	6.6	—	—
Welders and cutters	15.27	14.3	15.27	14.3	—	—
Assemblers	11.02	16.4	11.02	16.4	—	—
Transportation and material moving						
2	17.46	4.2	16.79	5.0	19.72	3.2
.....	13.41	8.9	—	—	—	—
3	14.48	5.8	14.10	5.9	—	—
4	17.82	4.9	17.75	5.0	—	—
5	18.87	4.3	19.48	6.7	—	—
7	21.12	5.3	—	—	—	—
Truck drivers	17.07	7.1	16.96	7.3	—	—
4	17.97	5.8	17.88	5.9	—	—
5	20.17	9.6	—	—	—	—
Bus drivers	17.44	10.3	—	—	—	—
Industrial truck and tractor equipment operators ..	15.61	1.7	15.61	1.7	—	—
Handlers, equipment cleaners, helpers, and laborers						
1	12.78	5.7	11.98	5.7	18.42	7.6
.....	8.56	3.8	7.88	4.6	—	—
2	14.04	9.0	14.11	9.7	—	—
3	16.68	8.3	16.39	9.3	—	—
4	18.22	4.6	—	—	—	—
Stock handlers and baggers	8.54	13.1	8.54	13.1	—	—
1	6.75	5.7	6.75	5.7	—	—
Freight, stock, and material handlers, n.e.c.	18.32	7.6	18.32	7.6	—	—
Vehicle washers and equipment cleaners	9.11	10.7	9.11	10.7	—	—
Laborers, except construction, n.e.c.	14.78	9.9	12.68	5.8	—	—
Service						
1	11.69	5.7	9.57	5.3	18.90	8.5
.....	7.66	10.7	7.34	11.0	11.88	3.1
2	8.63	7.2	8.33	7.9	11.99	8.2
3	10.34	3.7	9.15	3.0	14.01	3.4
4	10.98	5.3	10.36	6.4	—	—
5	21.01	10.7	—	—	—	—
6	18.60	10.2	14.65	9.3	—	—
7	26.27	3.5	—	—	25.97	3.5
Protective service	21.09	10.6	10.45	19.5	24.47	8.9
7	25.97	3.5	—	—	25.97	3.5
Police and detectives, public service	27.05	2.0	—	—	27.05	2.0
Guards and police, except public service	11.83	19.6	11.83	19.6	—	—
Food service	7.11	10.0	6.88	10.3	11.62	4.7
1	6.37	13.4	5.98	12.4	—	—
2	5.88	18.1	5.72	18.8	—	—
3	7.44	6.6	7.09	6.5	—	—
4	11.33	2.5	11.47	2.4	—	—
Waiters, waitresses, and bartenders	4.55	16.4	4.55	16.4	—	—

See footnotes at end of table.

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

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Service —Continued						
Food service—Continued						
Waiters, waitresses, and bartenders—Continued						
1	\$5.36	16.8	\$5.36	16.8	—	—
2	3.22	10.2	3.22	10.2	—	—
3	5.30	21.7	5.30	21.7	—	—
Bartenders	6.69	11.2	6.69	11.2	—	—
Waiters and waitresses	3.34	10.3	3.34	10.3	—	—
3	4.17	18.2	4.17	18.2	—	—
Waiters/Waitresses' assistants	5.99	3.9	5.99	3.9	—	—
1	6.41	5.0	6.41	5.0	—	—
Other food service	8.64	5.8	8.39	6.2	\$11.62	4.7
1	7.14	14.7	6.50	13.3	—	—
2	7.87	5.0	7.68	5.8	—	—
3	9.11	5.6	8.72	5.5	—	—
4	11.39	2.3	11.55	2.0	—	—
Cooks	9.54	4.5	9.57	4.5	—	—
4	11.27	2.3	11.44	1.9	—	—
Kitchen workers, food preparation	7.81	3.9	7.81	3.9	—	—
Food preparation, n.e.c.	8.17	10.6	7.38	12.9	11.89	3.3
1	7.19	17.8	6.41	15.5	—	—
3	10.04	7.3	—	—	—	—
Health service	10.72	1.7	10.42	1.7	—	—
2	10.68	1.7	10.57	1.6	—	—
3	10.79	3.0	10.19	1.8	—	—
4	10.64	2.7	10.64	2.7	—	—
Health aides, except nursing	10.53	1.6	10.45	1.2	—	—
4	10.21	1.9	10.21	1.9	—	—
Nursing aides, orderlies and attendants	10.75	2.0	10.42	1.8	—	—
2	10.64	1.6	10.52	1.5	—	—
3	10.77	3.1	10.17	1.7	—	—
4	11.10	5.4	11.10	5.4	—	—
Cleaning and building service	12.50	5.5	11.36	7.7	14.61	2.9
1	9.92	10.7	9.76	11.0	—	—
2	11.54	5.6	10.96	6.4	—	—
3	13.15	2.9	11.06	7.3	14.22	2.8
Maids and housemen	9.72	3.5	9.69	3.3	—	—
2	9.87	3.8	9.82	.4	—	—
Janitors and cleaners	12.70	7.0	11.21	10.3	14.68	3.2
1	10.08	13.5	—	—	—	—
2	13.41	5.4	—	—	—	—
3	13.68	2.8	11.80	10.3	14.22	2.8
Personal service	16.75	5.4	18.21	5.7	—	—
1	7.02	9.0	7.02	9.0	—	—
4	11.17	7.0	—	—	—	—
Early childhood teachers' assistants	10.58	10.3	—	—	—	—
Child care workers, n.e.c.	9.84	17.3	—	—	—	—

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

² Each occupation for which data are collected in an establishment is evaluated based on four factors, including knowledge, job controls and complexity, contacts, and physical environment. The knowledge factor is tailored to 24 families of closely related jobs. Points are assigned based on the occupation's rank within each factor. The points are summed to determine the overall level of the occupation. See appendix A for more information.

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

⁴ Earnings are the straight-time hourly wages or salaries paid to

employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours.

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

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

Table 4-2. Selected occupations¹ and levels,² full-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Pittsburgh, PA, December 2004

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
All	\$19.34	3.5	\$18.49	4.1	\$24.29	3.3
All excluding sales	19.77	3.4	18.95	4.0	24.29	3.3
White collar	22.00	3.0	21.00	3.5	28.68	4.1
2	9.60	2.8	9.54	2.9	—	—
3	10.93	4.5	10.77	4.6	—	—
4	14.20	5.9	14.04	7.0	15.13	4.2
5	14.73	4.3	14.26	4.4	—	—
6	17.27	4.4	16.51	4.8	—	—
7	21.58	2.9	19.49	3.9	30.55	6.8
8	23.68	4.3	22.53	3.2	31.10	6.9
9	29.67	3.0	26.07	4.0	39.61	6.7
10	31.42	5.1	31.34	5.2	—	—
11	38.22	10.1	38.58	11.1	35.78	16.5
12	51.92	6.6	52.65	7.1	—	—
13	50.40	6.6	50.40	6.6	—	—
Not able to be leveled	24.44	11.5	24.03	12.2	—	—
White collar excluding sales	23.02	3.0	22.08	3.5	28.68	4.1
2	9.84	3.3	9.78	3.4	—	—
3	11.40	4.4	11.19	4.6	—	—
4	14.37	6.3	14.22	7.6	15.13	4.2
5	14.67	4.4	14.18	4.4	—	—
6	17.30	4.8	16.47	5.5	—	—
7	21.54	3.0	19.42	3.9	30.55	6.8
8	23.68	4.3	22.53	3.2	31.10	6.9
9	29.54	2.9	25.82	3.5	39.61	6.7
10	31.36	5.1	31.27	5.3	—	—
11	38.23	10.2	38.60	11.3	35.78	16.5
12	51.92	6.6	52.65	7.1	—	—
13	50.40	6.6	50.40	6.6	—	—
Not able to be leveled	29.63	12.7	29.30	13.4	—	—
Professional specialty and technical	28.63	3.0	27.08	4.0	34.78	2.2
Professional specialty	30.53	3.4	28.91	4.4	35.95	1.4
6	20.11	10.9	—	—	—	—
7	23.15	6.3	18.95	9.9	32.68	4.9
8	26.78	4.1	25.33	3.1	32.35	4.9
9	30.84	3.5	25.98	4.0	39.64	6.7
10	31.63	5.3	31.51	5.9	—	—
11	38.14	7.6	37.37	9.5	—	—
Not able to be leveled	40.22	33.3	40.22	33.3	—	—
Engineers, architects, and surveyors	31.33	6.1	31.33	6.1	—	—
9	30.62	1.9	30.62	1.9	—	—
Electrical and electronic engineers	31.39	2.7	31.39	2.7	—	—
Mathematical and computer scientists	29.91	5.6	29.91	5.6	—	—
9	30.55	7.0	30.55	7.0	—	—
11	39.04	4.2	39.04	4.2	—	—
Computer systems analysts and scientists	30.11	5.7	30.11	5.7	—	—
9	31.78	5.4	31.78	5.4	—	—
Natural scientists	—	—	—	—	—	—
Health related	26.03	7.0	26.10	7.1	—	—
7	19.31	11.5	19.18	11.9	—	—
8	23.87	1.2	23.99	1.1	—	—
9	25.41	5.4	25.41	5.4	—	—
Registered nurses	24.91	4.4	24.94	4.5	—	—
7	23.11	.2	23.08	.2	—	—
8	23.33	.7	23.46	.5	—	—
9	23.88	5.8	23.88	5.8	—	—
Pharmacists	37.73	2.1	37.73	2.1	—	—
Physical therapists	27.54	11.4	27.54	11.4	—	—
Therapists, n.e.c.	14.29	15.1	—	—	—	—
Teachers, college and university	42.07	1.7	—	—	38.47	1.4
Other post-secondary teachers	35.84	5.2	—	—	—	—
Teachers, except college and university	36.13	2.1	23.40	12.5	37.10	2.1
7	32.88	5.1	—	—	32.88	5.1
8	31.36	7.3	24.26	19.9	33.17	2.7

See footnotes at end of table.

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

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
White collar –Continued						
Professional specialty and technical –Continued						
Professional specialty –Continued						
Teachers, except college and university –Continued						
9	\$40.77	7.3	–	–	\$41.36	7.3
Elementary school teachers	37.25	3.0	–	–	37.80	3.5
Secondary school teachers	36.13	2.6	–	–	36.59	2.8
8	32.83	8.5	–	–	–	–
9	37.36	1.8	–	–	37.36	1.8
Teachers, special education	38.97	8.5	–	–	–	–
Librarians, archivists, and curators	–	–	–	–	–	–
Social scientists and urban planners	21.55	10.5	\$20.56	10.2	–	–
Social, recreation, and religious workers	13.17	11.4	11.66	10.9	–	–
Social workers	15.09	9.9	13.14	9.1	–	–
Lawyers and judges	–	–	–	–	–	–
Writers, authors, entertainers, athletes, and professionals, n.e.c.	37.89	35.8	37.89	35.8	–	–
9	23.33	6.2	23.33	6.2	–	–
Editors and reporters	26.41	7.5	26.41	7.5	–	–
Technical	20.43	13.9	20.50	15.0	–	–
4	13.01	5.1	12.62	3.3	–	–
5	14.32	10.2	14.15	11.1	–	–
6	15.51	15.8	13.78	14.3	–	–
7	20.63	5.9	20.63	5.9	–	–
9	25.41	7.3	25.41	7.3	–	–
Clinical laboratory technologists and technicians	22.74	6.8	22.74	6.8	–	–
Radiological technicians	20.18	2.3	20.18	2.3	–	–
Licensed practical nurses	16.38	2.4	16.36	2.7	–	–
Health technologists and technicians, n.e.c.	12.44	4.8	12.44	4.8	–	–
Drafters	24.55	7.5	24.55	7.5	–	–
Executive, administrative, and managerial	28.12	6.9	28.11	7.5	28.25	12.6
7	19.68	3.6	20.02	3.7	–	–
8	19.69	8.1	19.40	8.3	–	–
9	25.53	5.5	25.55	5.5	–	–
10	30.79	12.1	30.79	12.1	–	–
11	30.42	7.4	31.24	6.7	–	–
12	53.54	11.1	54.90	11.5	–	–
13	53.19	8.3	53.19	8.3	–	–
Not able to be leveled	30.89	8.5	30.35	9.2	–	–
Executives, administrators, and managers	33.86	8.9	34.17	9.7	31.54	17.6
9	28.06	9.6	28.11	9.6	–	–
11	29.50	8.5	30.23	7.4	–	–
12	53.54	11.1	54.90	11.5	–	–
13	50.39	8.1	50.39	8.1	–	–
Not able to be leveled	34.47	9.8	34.13	11.1	–	–
Financial managers	42.35	7.3	42.35	7.3	–	–
Administrators, education and related fields	33.45	14.7	32.14	17.7	35.01	23.0
Managers, medicine and health	26.02	14.7	26.02	14.7	–	–
Managers and administrators, n.e.c.	33.20	11.9	32.97	12.2	–	–
Not able to be leveled	37.28	19.2	36.87	20.4	–	–
Management related	22.39	5.0	22.46	5.2	–	–
7	19.18	2.2	19.42	2.3	–	–
8	19.43	8.2	19.10	8.3	–	–
9	23.55	4.7	23.55	4.7	–	–
10	29.45	13.5	29.45	13.5	–	–
Not able to be leveled	22.56	2.6	22.56	2.6	–	–
Accountants and auditors	23.83	9.2	23.87	9.8	–	–
Personnel, training, and labor relations specialists	24.26	14.0	24.26	14.0	–	–
Purchasing agents and buyers, n.e.c.	22.23	9.9	22.23	9.9	–	–
Management related, n.e.c.	22.61	7.0	23.24	7.3	–	–
Sales	11.78	6.9	11.78	6.9	–	–

See footnotes at end of table.

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

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
White collar —Continued						
Sales —Continued						
4	\$12.16	4.7	\$12.16	4.7	—	—
Supervisors, sales	17.27	22.9	17.27	22.9	—	—
Administrative support, including clerical	13.89	3.4	13.69	3.8	\$15.57	2.9
2	9.84	3.3	9.78	3.4	—	—
3	11.76	2.7	11.56	2.5	—	—
4	14.49	6.6	14.38	8.0	15.04	4.1
5	14.44	4.9	13.70	4.3	—	—
6	17.03	4.0	16.95	4.1	—	—
7	18.31	.7	18.31	.7	—	—
Not able to be leveled	12.79	7.2	12.79	7.2	—	—
Secretaries	15.58	3.9	15.00	5.1	17.44	1.2
3	13.31	11.6	—	—	—	—
4	13.75	4.1	12.82	4.1	16.00	5.8
5	19.30	13.3	16.24	6.1	—	—
6	18.59	8.3	18.58	9.8	—	—
Stenographers	14.68	4.1	—	—	—	—
Receptionists	9.96	2.4	9.96	2.4	—	—
Order clerks	18.13	14.5	18.13	14.5	—	—
Records clerks, n.e.c.	13.33	7.2	13.33	7.2	—	—
4	13.16	8.0	13.16	8.0	—	—
Bookkeepers, accounting and auditing clerks	14.21	2.9	13.97	2.8	—	—
4	14.04	5.1	14.04	5.1	—	—
Billing clerks	12.41	6.1	12.41	6.1	—	—
Traffic, shipping and receiving clerks	9.87	7.4	9.87	7.4	—	—
General office clerks	14.07	7.4	14.11	10.9	—	—
4	13.61	8.7	13.39	12.4	—	—
Teachers' aides	11.43	7.3	—	—	12.49	2.5
Administrative support, n.e.c.	17.33	6.4	17.33	6.4	—	—
Blue collar	16.71	4.6	16.41	5.1	19.09	3.8
1	9.42	4.9	8.75	4.0	—	—
2	13.92	6.1	13.87	6.3	—	—
3	14.59	6.9	14.34	7.4	—	—
4	14.21	9.2	14.05	9.4	—	—
5	16.83	3.3	16.74	3.5	—	—
6	19.43	7.0	18.77	10.9	—	—
7	21.04	4.7	21.27	5.5	19.66	1.3
Precision production, craft, and repair	18.72	3.5	18.76	3.8	18.32	3.8
3	13.05	3.0	13.05	3.0	—	—
4	12.60	2.7	—	—	—	—
5	16.82	2.5	16.84	2.5	—	—
6	18.87	7.8	18.34	8.4	—	—
7	21.31	4.8	21.85	5.5	17.96	2.8
Automobile mechanics	17.21	2.3	—	—	—	—
Mechanics and repairers, n.e.c.	14.61	1.9	14.61	1.9	—	—
Carpenters	19.80	7.5	—	—	—	—
Plumbers, pipefitters and steamfitters	25.44	5.3	25.44	5.3	—	—
Machinists	16.09	8.6	16.09	8.6	—	—
Electrical and electronic equipment assemblers ..	15.19	4.9	15.19	4.9	—	—
Machine operators, assemblers, and inspectors	13.62	14.0	13.62	14.0	—	—
3	12.61	19.7	12.61	19.7	—	—
5	14.42	8.7	14.42	8.7	—	—
6	19.66	15.4	19.66	15.4	—	—
7	18.28	10.8	18.28	10.8	—	—
Miscellaneous machine operators, n.e.c.	13.61	6.6	13.61	6.6	—	—
Welders and cutters	15.27	14.3	15.27	14.3	—	—
Assemblers	11.31	17.3	11.31	17.3	—	—
Transportation and material moving	17.94	3.9	17.34	4.7	19.83	3.1

See footnotes at end of table.

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

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Blue collar —Continued						
Transportation and material moving —Continued						
3	\$15.00	7.2	\$14.57	7.9	—	—
4	17.82	4.9	17.75	5.0	—	—
5	18.87	4.3	19.48	6.7	—	—
7	21.12	5.3	—	—	—	—
Truck drivers	17.40	7.4	17.30	7.7	—	—
4	17.97	5.8	17.88	5.9	—	—
5	20.17	9.6	—	—	—	—
Industrial truck and tractor equipment operators ..	15.61	1.7	15.61	1.7	—	—
Handlers, equipment cleaners, helpers, and laborers						
1	14.20	7.9	13.40	8.4	\$18.43	7.7
2	9.60	6.9	—	—	—	—
3	14.98	6.2	15.25	5.2	—	—
4	17.36	8.6	17.05	9.3	—	—
5	18.22	4.6	—	—	—	—
Stock handlers and baggers	12.43	12.2	12.43	12.2	—	—
Laborers, except construction, n.e.c.	16.32	8.5	14.57	6.1	—	—
Service						
1	12.94	6.7	10.50	6.3	19.45	7.2
2	8.30	12.0	8.00	12.3	—	—
3	9.23	11.2	8.83	12.0	13.18	6.0
4	11.11	4.4	9.91	3.4	14.05	3.2
5	11.19	6.5	10.50	7.8	—	—
6	21.01	10.7	—	—	—	—
7	19.07	10.0	15.00	10.5	—	—
Protective service	26.27	3.5	—	—	25.97	3.5
7	21.89	9.2	10.70	22.0	25.36	5.2
Police and detectives, public service	25.97	3.5	—	—	25.97	3.5
Guards and police, except public service	27.05	2.0	—	—	27.05	2.0
Food service	12.14	18.9	12.14	18.9	—	—
1	7.79	14.8	7.48	15.2	—	—
2	6.74	17.9	6.13	16.4	—	—
3	4.63	18.2	4.41	16.0	—	—
Waiters, waitresses, and bartenders	8.89	6.4	8.53	5.4	—	—
Waiters and waitresses	4.88	25.5	4.88	25.5	—	—
Other food service	3.48	20.0	3.48	20.0	—	—
1	9.53	9.8	9.22	10.6	—	—
3	7.15	26.7	—	—	—	—
Cooks	9.40	5.3	8.98	5.1	—	—
Food preparation, n.e.c.	9.82	3.5	9.82	3.5	—	—
1	8.33	19.2	6.95	20.0	—	—
Health service	7.15	26.7	—	—	—	—
2	10.81	2.1	10.48	1.9	—	—
3	10.67	1.8	10.54	1.9	—	—
4	11.00	4.5	10.33	2.5	—	—
Health aides, except nursing	10.66	2.7	10.66	2.7	—	—
4	10.52	1.7	10.43	1.1	—	—
Nursing aides, orderlies and attendants	10.17	2.4	10.17	2.4	—	—
2	10.85	2.4	10.49	2.2	—	—
3	10.62	1.8	10.48	1.8	—	—
4	10.99	4.8	10.31	2.5	—	—
Cleaning and building service	11.20	4.9	11.20	4.9	—	—
1	12.86	4.2	11.75	6.4	14.76	3.0
2	10.39	10.0	10.27	10.3	—	—
3	11.77	5.1	11.03	6.4	—	—
Maids and housemen	13.18	2.9	11.09	7.5	14.22	2.8
2	9.91	3.0	9.80	2.9	—	—
Janitors and cleaners	10.08	2.2	—	—	—	—
1	13.07	5.2	11.68	8.4	14.73	3.0
2	10.59	12.6	10.46	13.1	—	—
3	13.55	5.7	—	—	—	—
Personal service	13.72	2.9	11.90	11.0	14.22	2.8
	18.12	6.6	—	—	—	—

See footnotes at end of table.

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

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Service —Continued						
Personal service—Continued						
4	\$11.17	7.0	—	—	—	—

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

² Each occupation for which data are collected in an establishment is evaluated based on four factors, including knowledge, job controls and complexity, contacts, and physical environment. The knowledge factor is tailored to 24 families of closely related jobs. Points are assigned based on the occupation's rank within each factor. The points are summed to determine the overall level of the occupation. See appendix A for more information.

³ Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a full-time employee in one establishment, but classified as part-time in another firm,

where a 40-hour week is the minimum full-time schedule.

⁴ Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours.

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

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

Table 4-3. Selected occupations¹ and levels,² part-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Pittsburgh, PA, December 2004

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
All	\$9.92	5.7	\$9.52	5.9	\$16.35	22.0
All excluding sales	10.89	6.6	10.43	7.0	16.59	24.4
White collar	12.01	7.9	11.41	7.7	19.98	19.7
1	6.71	9.0	6.71	9.0	—	—
2	7.04	3.4	6.97	3.3	—	—
3	7.59	10.0	7.31	9.5	—	—
4	12.98	9.1	13.09	9.1	—	—
5	12.92	13.1	13.33	14.5	—	—
7	19.99	6.2	20.98	5.0	—	—
8	24.16	3.5	24.91	3.1	—	—
9	27.37	8.3	24.80	4.4	—	—
Not able to be leveled	14.24	13.0	14.08	14.3	—	—
White collar excluding sales	16.56	10.1	15.98	10.7	20.70	23.4
2	8.03	6.4	7.87	6.5	—	—
3	8.42	16.1	8.11	16.2	—	—
4	13.98	7.3	14.19	6.9	—	—
5	13.04	13.6	13.49	15.0	—	—
7	19.99	6.2	20.98	5.0	—	—
8	24.16	3.5	24.91	3.1	—	—
9	27.37	8.3	24.80	4.4	—	—
Not able to be leveled	16.28	6.3	16.31	7.0	—	—
Professional specialty and technical	20.93	14.9	20.22	16.5	25.06	28.4
Professional specialty	21.46	16.5	20.76	18.7	25.06	28.4
7	19.94	6.9	21.05	5.7	—	—
8	24.16	3.5	24.91	3.1	—	—
9	27.37	8.3	24.80	4.4	—	—
Not able to be leveled	16.22	7.8	—	—	—	—
Health related	26.04	7.3	26.23	7.3	—	—
7	21.05	5.7	21.05	5.7	—	—
8	24.50	3.4	24.91	3.1	—	—
9	25.30	4.4	25.30	4.4	—	—
Registered nurses	23.93	3.6	24.10	3.7	—	—
7	21.05	5.7	21.05	5.7	—	—
8	24.00	2.5	24.42	2.0	—	—
9	24.40	5.3	24.40	5.3	—	—
Teachers, college and university	—	—	—	—	—	—
Teachers, except college and university	25.46	34.4	—	—	25.92	34.6
Librarians, archivists, and curators	—	—	—	—	—	—
Social, recreation, and religious workers	7.71	25.6	7.71	25.6	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	—	—	—	—	—	—
Technical	15.81	3.1	15.81	3.1	—	—
Sales	6.98	2.0	6.92	1.9	—	—
1	6.69	10.1	6.69	10.1	—	—
2	6.66	2.7	6.66	2.7	—	—
3	6.88	11.2	6.64	10.8	—	—
Sales workers, other commodities	7.38	10.4	7.38	10.4	—	—
Cashiers	6.63	2.1	6.54	1.6	—	—
2	6.50	3.6	6.50	3.6	—	—
3	6.94	12.5	6.67	12.1	—	—
Administrative support, including clerical	10.63	11.9	10.61	13.1	10.87	7.0
2	8.03	6.4	7.87	6.5	—	—
3	10.13	8.4	9.82	9.1	—	—
Blue collar	9.01	13.1	8.78	13.8	—	—
1	6.99	4.4	6.93	4.4	—	—
2	9.26	12.9	8.40	2.2	—	—
3	12.99	14.4	12.99	14.4	—	—
Precision production, craft, and repair	—	—	—	—	—	—
Machine operators, assemblers, and inspectors	—	—	—	—	—	—

See footnotes at end of table.

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

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Blue collar –Continued						
Transportation and material moving	\$11.73	11.4	–	–	–	–
Handlers, equipment cleaners, helpers, and laborers	7.96	10.2	\$7.91	10.2	–	–
1	6.72	3.4	6.66	3.3	–	–
Stock handlers and baggers	6.36	1.8	6.36	1.8	–	–
1	6.29	2.0	6.29	2.0	–	–
Service	7.03	5.3	6.89	5.7	\$9.31	3.3
1	6.55	8.9	6.17	8.5	–	–
2	7.29	7.0	7.21	7.6	–	–
3	6.46	11.4	6.42	11.7	–	–
4	9.14	2.8	9.34	2.1	–	–
Protective service	–	–	–	–	–	–
Food service	6.28	7.2	6.19	7.5	–	–
1	5.93	9.7	5.81	9.3	–	–
2	6.81	9.8	6.70	10.3	–	–
3	4.69	5.7	4.69	5.7	–	–
Waiters, waitresses, and bartenders	4.14	6.2	4.14	6.2	–	–
1	4.54	16.7	4.54	16.7	–	–
3	3.77	11.2	3.77	11.2	–	–
Waiters and waitresses	3.19	1.6	3.19	1.6	–	–
Waiters/Waitresses' assistants	5.71	11.1	5.71	11.1	–	–
Other food service	7.55	4.2	7.46	4.5	–	–
1	7.12	5.4	6.94	4.8	–	–
2	7.66	6.6	7.54	7.1	–	–
Kitchen workers, food preparation	7.43	1.1	7.43	1.1	–	–
Food preparation, n.e.c.	7.99	3.0	7.77	4.3	–	–
1	7.28	5.0	–	–	–	–
Health service	9.92	1.4	9.92	1.4	–	–
3	9.40	7.0	9.40	7.0	–	–
Nursing aides, orderlies and attendants	9.84	1.8	9.84	1.8	–	–
3	9.38	7.3	9.38	7.3	–	–
Cleaning and building service	–	–	–	–	–	–
Personal service	8.51	14.1	8.45	15.5	–	–

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

² Each occupation for which data are collected in an establishment is evaluated based on four factors, including knowledge, job controls and complexity, contacts, and physical environment. The knowledge factor is tailored to 24 families of closely related jobs. Points are assigned based on the occupation's rank within each factor. The points are summed to determine the overall level of the occupation. See appendix A for more information.

³ Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a full-time employee in one establishment, but classified as part-time in another firm,

where a 40-hour week is the minimum full-time schedule.

⁴ Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours.

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

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

Table 5-1. **Selected worker characteristics: Mean hourly earnings¹ by occupational group,² National Compensation Survey, Pittsburgh, PA, December 2004**

Occupational group	Private industry and State and local government					
	Full-time workers ³	Part-time workers ³	Union ⁴	Nonunion ⁴	Time ⁵	Incentive ⁵
	Mean					
All occupations	\$19.34	\$9.92	\$20.82	\$17.30	\$18.39	\$15.91
All excluding sales	19.77	10.89	20.89	18.13	19.03	17.71
White collar	22.00	12.01	28.16	19.73	21.18	12.16
White-collar excluding sales	23.02	16.56	28.50	21.39	22.66	—
Professional specialty and technical	28.63	20.93	36.34	25.39	28.06	—
Professional specialty	30.53	21.46	36.57	27.35	29.78	—
Technical	20.43	15.81	34.56	17.64	20.25	—
Executive, administrative, and managerial	28.12	—	—	28.16	28.12	—
Sales	11.78	6.98	—	10.14	9.88	12.00
Administrative support, including clerical	13.89	10.63	16.24	13.12	13.68	—
Blue collar	16.71	9.01	18.01	13.91	16.08	17.82
Precision production, craft, and repair	18.72	—	19.90	17.42	18.80	—
Machine operators, assemblers, and inspectors	13.62	—	14.44	12.52	13.11	—
Transportation and material moving	17.94	11.73	19.03	13.05	17.51	—
Handlers, equipment cleaners, helpers, and laborers	14.20	7.96	16.61	9.03	12.73	—
Service	12.94	7.03	16.01	8.96	11.69	—
	Relative error ⁶ (percent)					
All occupations	3.5	5.7	3.3	5.2	3.5	6.7
All excluding sales	3.4	6.6	3.3	5.3	3.5	2.5
White collar	3.0	7.9	7.6	4.7	3.1	2.2
White-collar excluding sales	3.0	10.1	7.7	4.6	2.9	—
Professional specialty and technical	3.0	14.9	8.2	7.0	3.3	—
Professional specialty	3.4	16.5	7.7	8.1	3.5	—
Technical	13.9	3.1	42.7	6.2	13.7	—
Executive, administrative, and managerial	6.9	—	—	7.1	6.9	—
Sales	6.9	2.0	—	5.7	6.1	2.4
Administrative support, including clerical	3.4	11.9	8.0	2.4	3.3	—
Blue collar	4.6	13.1	2.5	5.7	4.4	2.2
Precision production, craft, and repair	3.5	—	2.5	6.2	4.1	—
Machine operators, assemblers, and inspectors	14.0	—	11.0	15.3	11.5	—
Transportation and material moving	3.9	11.4	3.5	7.7	4.3	—
Handlers, equipment cleaners, helpers, and laborers	7.9	10.2	5.5	7.8	5.7	—
Service	6.7	5.3	6.9	6.4	5.8	—

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

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

³ Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a full-time employee in one establishment, but classified as part-time in another firm, where a 40-hour week is the minimum full-time schedule.

⁴ Union workers are those whose wages are determined through collective bargaining.

⁵ Time workers' wages are based solely on an hourly rate or salary; incentive workers are those whose wages are at least partially based on productivity payments such as piece rates, commissions, and production bonuses.

⁶ The relative standard error (RSE) is the standard error expressed as a percent of the estimate. It can be used to calculate a "confidence interval" around a sample estimate. For more information about RSEs, see appendix A.

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

Table 5-2. Major industry division: Mean hourly earnings¹ by occupational group,² private industry, National Compensation Survey, Pittsburgh, PA, December 2004

Occupational group	Full-time and part-time workers									
	All private industries	Goods-producing industries ³				Service-producing industries ⁴				
		Total	Mining	Construction	Manufacturing	Total	Transportation and public utilities	Wholesale and retail trade	Finance, insurance, and real estate	Services
	Mean									
All occupations	\$17.44	\$18.71	–	–	\$18.21	\$17.09	\$22.73	\$10.86	–	\$18.41
All excluding sales	18.14	18.63	–	–	18.11	17.99	22.73	11.78	–	18.53
White collar	20.05	23.34	–	–	23.24	19.56	25.51	11.50	–	21.31
White-collar excluding sales	21.73	23.23	–	–	23.12	21.47	25.57	14.93	–	21.57
Professional specialty and technical	26.53	28.29	–	–	27.84	26.31	35.18	–	–	25.54
Professional specialty	28.18	30.13	–	–	29.68	27.93	38.89	–	–	27.50
Technical	20.30	20.96	–	–	20.96	20.23	–	–	–	17.51
Executive, administrative, and managerial	28.11	29.32	–	–	29.79	27.75	28.48	20.92	–	25.86
Sales	10.09	–	–	–	–	9.69	–	8.80	–	13.08
Administrative support, including clerical	13.49	14.30	–	–	14.24	13.35	18.37	10.20	–	12.98
Blue collar	15.85	16.16	–	–	15.24	15.47	19.00	12.67	–	18.98
Precision production, craft, and repair	18.67	19.27	–	–	17.73	17.95	23.22	14.83	–	22.09
Machine operators, assemblers, and inspectors	13.53	13.58	–	–	13.58	–	–	–	–	–
Transportation and material moving	16.79	15.89	–	–	15.37	17.36	17.68	15.45	–	–
Handlers, equipment cleaners, helpers, and laborers	11.98	15.09	–	–	13.13	11.02	15.97	8.70	–	–
Service	9.57	16.13	–	–	16.13	9.44	–	6.22	–	9.92
	Relative error ⁵ (percent)									
All occupations	4.0	10.9	–	–	12.4	4.1	8.8	5.1	–	5.9
All excluding sales	4.0	10.4	–	–	11.8	4.2	8.7	7.3	–	5.4
White collar	3.6	10.5	–	–	11.2	3.8	11.0	6.9	–	5.0
White-collar excluding sales	3.5	9.7	–	–	10.4	3.7	11.0	9.7	–	4.3
Professional specialty and technical	4.3	9.9	–	–	10.2	4.7	36.1	–	–	4.1
Professional specialty	4.6	8.9	–	–	9.2	5.1	6.6	–	–	5.6
Technical	14.6	6.4	–	–	6.4	16.4	–	–	–	5.7
Executive, administrative, and managerial	7.5	6.9	–	–	4.0	9.5	14.7	1.7	–	7.6
Sales	5.6	–	–	–	–	4.4	–	4.1	–	21.9
Administrative support, including clerical	3.7	9.6	–	–	10.3	4.2	6.8	4.3	–	2.0
Blue collar	4.8	8.3	–	–	9.2	3.8	3.2	4.8	–	10.3
Precision production, craft, and repair	3.9	6.4	–	–	6.9	4.5	3.1	6.2	–	3.8
Machine operators, assemblers, and inspectors	13.7	14.4	–	–	14.4	–	–	–	–	–
Transportation and material moving	5.0	4.7	–	–	7.6	8.0	14.1	5.9	–	–
Handlers, equipment cleaners, helpers, and laborers	5.7	5.8	–	–	2.0	6.2	13.4	2.9	–	–
Service	5.3	2.5	–	–	2.5	5.3	–	14.6	–	3.2

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

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

³ Goods-producing industries include mining, construction, and manufacturing.

⁴ Service-producing industries include transportation and public utilities; wholesale and retail trade; finance, insurance, and real estate; and services.

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

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

Table 5-3. Establishment employment size: Mean hourly earnings¹ by occupational group,² private industry, National Compensation Survey, Pittsburgh, PA, December 2004

Occupational group	Full-time and part-time workers				
	All private industry workers	50 - 99 workers ³	100 workers or more		
			Total	100 - 499 workers	500 workers or more
Mean					
All occupations	\$17.44	\$15.81	\$17.86	\$15.64	\$20.45
All excluding sales	18.14	16.55	18.54	16.20	21.23
White collar	20.05	18.35	20.37	18.69	21.70
White-collar excluding sales	21.73	20.80	21.89	20.52	22.89
Professional specialty and technical	26.53	28.79	26.20	23.98	28.09
Professional specialty	28.18	32.62	27.56	25.29	29.63
Technical	20.30	—	20.96	17.76	23.00
Executive, administrative, and managerial	28.11	24.82	28.65	25.12	30.81
Sales	10.09	9.15	10.37	10.12	10.74
Administrative support, including clerical	13.49	12.90	13.61	13.86	13.44
Blue collar	15.85	16.01	15.79	14.55	19.05
Precision production, craft, and repair	18.67	21.48	17.44	15.89	21.36
Machine operators, assemblers, and inspectors	13.53	12.47	14.38	14.36	14.43
Transportation and material moving	16.79	—	16.90	15.68	21.09
Handlers, equipment cleaners, helpers, and laborers	11.98	12.57	11.59	8.83	16.31
Service	9.57	7.41	10.14	8.65	13.11
Relative error ⁴ (percent)					
All occupations	4.0	9.2	3.9	4.8	4.3
All excluding sales	4.0	9.6	3.9	5.0	4.3
White collar	3.6	9.2	3.8	4.4	4.9
White-collar excluding sales	3.5	8.9	3.7	4.1	5.1
Professional specialty and technical	4.3	7.4	4.8	5.8	5.8
Professional specialty	4.6	6.8	4.5	6.2	3.9
Technical	14.6	—	16.2	13.3	21.9
Executive, administrative, and managerial	7.5	12.8	7.9	8.2	10.1
Sales	5.6	10.4	6.9	8.7	11.7
Administrative support, including clerical	3.7	7.9	3.8	7.3	2.6
Blue collar	4.8	10.2	4.1	4.3	4.0
Precision production, craft, and repair	3.9	7.4	4.0	3.8	2.0
Machine operators, assemblers, and inspectors	13.7	11.2	14.0	14.6	15.0
Transportation and material moving	5.0	—	5.1	5.4	5.2
Handlers, equipment cleaners, helpers, and laborers	5.7	23.0	6.6	7.7	3.6
Service	5.3	11.5	5.2	7.1	3.8

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

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

³ Establishments classified with 50-99 workers may contain

establishments with fewer than 50 due to staff reductions between survey sampling and collection.

⁴ The relative standard error (RSE) is the standard error expressed as a percent of the estimate. It can be used to calculate a "confidence interval" around a sample estimate. For more information about RSEs, see appendix A.

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

Table 6-1. Hourly wage percentiles for establishment jobs,¹ all workers:² Selected occupations, all industries, National Compensation Survey, Pittsburgh, PA, December 2004

Occupation ³	10	25	Median 50	75	90
All	\$8.00	\$10.60	\$15.45	\$22.40	\$31.66
All excluding sales	8.50	11.26	16.10	22.91	32.51
White collar	8.65	11.67	17.69	25.89	37.69
White collar excluding sales	10.05	13.30	18.95	27.50	40.02
Professional specialty and technical	12.74	18.30	24.82	34.00	46.94
Professional specialty	14.97	20.49	26.63	36.71	48.94
Engineers, architects, and surveyors	20.20	25.44	30.67	37.30	42.65
Electrical and electronic engineers	23.72	25.47	32.14	36.97	41.18
Mathematical and computer scientists	21.59	21.63	31.25	35.58	40.26
Computer systems analysts and scientists	21.63	22.15	31.25	35.58	40.51
Natural scientists	-	-	-	-	-
Health related	18.04	20.80	23.99	27.23	34.55
Registered nurses	18.95	21.59	23.94	26.32	29.95
Pharmacists	33.68	35.14	37.98	39.18	41.60
Physical therapists	20.19	20.80	28.80	32.02	33.93
Therapists, n.e.c.	11.38	11.58	12.38	17.00	19.05
Teachers, college and university	21.06	30.64	38.95	47.68	59.94
Other post-secondary teachers	19.16	21.75	34.60	49.31	59.94
Teachers, except college and university	17.00	25.96	33.69	49.07	51.59
Elementary school teachers	24.97	28.44	33.94	46.51	52.04
Secondary school teachers	24.87	27.98	32.98	43.39	52.30
Teachers, special education	21.73	26.72	49.07	49.74	50.40
Librarians, archivists, and curators	-	-	-	-	-
Social scientists and urban planners	15.59	18.30	18.30	23.18	33.67
Social, recreation, and religious workers	5.50	8.23	11.58	16.78	20.24
Social workers	10.60	11.24	12.38	17.86	23.31
Lawyers and judges	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	14.42	18.39	24.73	31.23	83.44
Editors and reporters	14.67	21.23	21.30	30.97	44.18
Technical	10.34	14.08	16.88	21.40	26.79
Clinical laboratory technologists and technicians	18.69	20.57	21.71	25.40	25.90
Radiological technicians	15.25	17.75	20.97	22.24	22.97
Licensed practical nurses	14.25	15.09	15.60	17.20	19.09
Health technologists and technicians, n.e.c.	8.00	9.51	12.49	14.54	16.15
Drafters	17.00	21.39	24.72	27.81	32.00
Executive, administrative, and managerial	16.47	18.50	23.88	34.00	44.48
Executives, administrators, and managers	17.88	22.18	32.08	40.87	50.72
Financial managers	17.88	26.60	41.59	46.15	62.05
Administrators, education and related fields	16.83	22.18	36.66	40.07	44.75
Managers, medicine and health	18.61	18.61	25.04	32.58	36.06
Managers and administrators, n.e.c.	17.47	23.15	27.64	37.66	50.72
Management related	16.05	17.81	20.00	24.87	30.58
Accountants and auditors	17.15	19.16	21.22	24.99	29.11
Personnel, training, and labor relations specialists	14.49	15.43	24.69	31.44	37.84
Purchasing agents and buyers, n.e.c.	15.43	18.75	21.21	23.36	24.39
Management related, n.e.c.	16.83	18.50	19.23	28.74	30.51
Sales	5.80	6.60	8.58	10.75	15.59
Supervisors, sales	9.09	10.42	14.85	17.84	37.51
Sales workers, apparel	6.12	7.00	8.00	10.49	12.27
Cashiers	5.50	6.00	6.94	8.54	9.55
Administrative support, including clerical	9.00	10.40	12.93	15.95	20.30
Secretaries	10.25	12.58	14.59	17.60	21.37
Stenographers	11.54	13.15	14.76	15.71	17.14
Receptionists	8.00	8.11	9.56	10.25	12.22
Order clerks	10.25	13.38	20.60	20.60	25.47
Library clerks	10.45	11.15	12.92	14.16	14.52
File clerks	6.50	7.73	8.52	9.35	11.46
Records clerks, n.e.c.	9.75	11.55	12.75	15.40	16.83
Bookkeepers, accounting and auditing clerks	12.00	12.27	13.75	15.62	16.93
Billing clerks	11.00	11.00	11.00	14.06	15.54
Traffic, shipping and receiving clerks	8.00	8.25	9.50	9.55	13.17
General office clerks	10.40	10.78	12.66	14.94	20.60
Teachers' aides	8.08	8.98	10.86	13.85	14.89

See footnotes at end of table.

Table 6-1. Hourly wage percentiles for establishment jobs,¹ all workers:² Selected occupations, all industries, National Compensation Survey, Pittsburgh, PA, December 2004 — Continued

Occupation ³	10	25	Median 50	75	90
White collar –Continued					
Administrative support, including clerical –Continued					
Administrative support, n.e.c.	\$6.25	\$12.45	\$15.16	\$18.62	\$20.70
Blue collar					
8.80	12.15	15.50	19.95	23.61	
Precision production, craft, and repair					
12.00	14.25	17.62	22.30	27.72	
Automobile mechanics	14.00	16.19	17.50	18.96	20.00
Mechanics and repairers, n.e.c.	11.00	12.00	12.83	17.12	20.93
Carpenters	18.61	18.61	18.69	18.80	25.96
Plumbers, pipefitters and steamfitters	19.48	19.48	27.78	29.78	29.78
Machinists	13.02	14.00	15.71	17.95	19.41
Electrical and electronic equipment assemblers ..	11.52	12.39	13.79	15.75	22.77
Machine operators, assemblers, and inspectors					
9.10	10.45	12.85	15.27	19.48	
Miscellaneous machine operators, n.e.c.	12.15	12.15	13.38	14.87	15.30
Welders and cutters	12.82	12.85	13.67	16.04	22.12
Assemblers	8.25	8.50	9.95	11.78	16.51
Transportation and material moving					
11.00	14.38	16.50	21.11	24.66	
Truck drivers	9.00	14.38	16.50	21.00	25.36
Bus drivers	11.00	13.50	18.65	21.53	21.53
Industrial truck and tractor equipment operators ..	13.76	15.03	15.90	16.71	17.00
Handlers, equipment cleaners, helpers, and laborers					
6.25	7.50	11.97	17.00	20.54	
Stock handlers and baggers	5.50	6.00	6.55	9.66	14.30
Freight, stock, and material handlers, n.e.c.	12.22	17.00	20.12	20.54	20.54
Vehicle washers and equipment cleaners	6.25	7.00	8.00	10.50	14.75
Laborers, except construction, n.e.c.	7.50	13.25	15.62	16.35	20.20
Service					
4.75	7.50	10.40	13.09	22.71	
Protective service	6.75	15.49	23.27	27.48	28.02
Police and detectives, public service	25.07	25.07	26.59	27.94	29.74
Guards and police, except public service	5.75	6.75	12.04	16.34	17.47
Food service	2.83	4.15	6.60	9.40	11.35
Waiters, waitresses, and bartenders	2.83	2.83	3.25	6.50	8.80
Bartenders	3.50	6.50	6.50	7.50	9.40
Waiters and waitresses	2.83	2.83	2.83	3.10	4.16
Waiters/Waitresses' assistants	2.83	4.20	5.35	8.80	8.90
Other food service	5.70	6.50	8.35	10.65	12.46
Cooks	6.50	7.25	9.50	11.15	13.23
Kitchen workers, food preparation	6.30	6.50	7.50	8.65	9.38
Food preparation, n.e.c.	4.63	6.00	8.39	10.35	11.80
Health service	8.76	9.61	10.70	11.65	12.93
Health aides, except nursing	9.01	9.54	10.03	11.45	12.91
Nursing aides, orderlies and attendants	8.63	9.69	10.80	11.65	12.93
Cleaning and building service	8.00	9.40	12.05	15.15	17.16
Maids and housemen	7.89	8.55	9.83	10.61	12.29
Janitors and cleaners	8.12	9.85	13.06	15.60	17.16
Personal service	7.50	8.77	12.00	30.10	30.10
Early childhood teachers' assistants	7.50	8.50	10.31	12.01	14.20
Child care workers, n.e.c.	5.65	8.09	9.31	10.09	14.21

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

nonproduction bonuses; and tips.

² All workers include full-time and part-time workers.

³ A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

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

Table 6-2. Hourly wage percentiles for establishment jobs,¹ all workers:² Selected occupations, private industry, National Compensation Survey, Pittsburgh, PA, December 2004

Occupation ³	Private industry				
	10	25	Median 50	75	90
All	\$7.50	\$10.05	\$14.61	\$21.11	\$30.04
All excluding sales	8.11	10.78	15.37	21.68	30.51
White collar	8.29	11.00	16.96	24.54	35.42
White collar excluding sales	9.81	12.72	18.39	25.75	36.71
Professional specialty and technical	12.00	18.03	23.49	31.25	41.67
Professional specialty	12.41	19.25	25.12	33.65	43.13
Engineers, architects, and surveyors	20.20	25.44	30.67	37.30	42.65
Electrical and electronic engineers	23.72	25.47	32.14	36.97	41.18
Mathematical and computer scientists	21.59	21.63	31.25	35.58	40.26
Computer systems analysts and scientists	21.63	22.15	31.25	35.58	40.51
Natural scientists	—	—	—	—	—
Health related	18.01	20.98	24.04	27.30	34.84
Registered nurses	19.12	21.63	23.97	26.32	29.92
Pharmacists	33.68	35.14	37.98	39.18	41.60
Physical therapists	20.19	20.80	28.80	32.02	33.93
Teachers, college and university	—	—	—	—	—
Teachers, except college and university	12.09	17.62	21.05	27.35	32.53
Librarians, archivists, and curators	—	—	—	—	—
Social scientists and urban planners	15.59	18.30	18.30	19.70	27.16
Social, recreation, and religious workers	5.50	6.75	11.08	12.50	19.07
Social workers	10.60	11.24	12.00	14.90	17.86
Lawyers and judges	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	14.42	18.39	24.73	31.23	83.44
Editors and reporters	14.67	21.23	21.30	30.97	44.18
Technical	10.06	13.83	16.61	21.27	27.81
Clinical laboratory technologists and technicians	18.69	20.57	21.71	25.40	25.90
Radiological technicians	15.25	17.75	20.97	22.24	22.97
Licensed practical nurses	14.25	15.20	15.60	17.48	19.09
Health technologists and technicians, n.e.c.	8.00	9.51	12.49	14.54	16.15
Drafters	17.00	21.39	24.72	27.81	32.00
Executive, administrative, and managerial	16.59	18.61	23.55	33.10	44.28
Executives, administrators, and managers	18.03	22.18	30.61	40.73	53.79
Financial managers	17.88	26.60	41.59	46.15	62.05
Administrators, education and related fields	22.18	22.18	32.08	36.66	38.51
Managers, medicine and health	18.61	18.61	25.04	32.58	36.06
Managers and administrators, n.e.c.	17.32	23.15	27.52	37.66	50.73
Management related	16.15	17.82	19.94	24.87	31.25
Accountants and auditors	16.97	18.27	21.11	24.83	29.11
Personnel, training, and labor relations specialists	14.49	15.43	24.69	31.44	37.84
Purchasing agents and buyers, n.e.c.	15.43	18.75	21.21	23.36	24.39
Management related, n.e.c.	18.50	18.50	19.35	28.74	31.68
Sales	5.75	6.60	8.55	10.75	15.78
Supervisors, sales	9.09	10.42	14.85	17.84	37.51
Sales workers, apparel	6.12	7.00	8.00	10.49	12.27
Cashiers	5.50	6.00	6.90	8.50	9.37
Administrative support, including clerical	8.97	10.15	12.62	15.67	20.33
Secretaries	10.00	12.23	13.94	16.83	21.37
Stenographers	11.21	12.04	13.19	14.09	14.97
Receptionists	8.00	8.11	9.56	10.25	12.22
Order clerks	10.25	13.38	20.60	20.60	25.47
File clerks	6.50	7.73	8.52	9.35	11.46
Records clerks, n.e.c.	9.75	11.55	12.75	15.40	16.83
Bookkeepers, accounting and auditing clerks	12.00	12.27	13.46	15.22	16.92
Billing clerks	11.00	11.00	11.00	14.06	15.54
Traffic, shipping and receiving clerks	8.00	8.25	9.50	9.55	13.17
General office clerks	10.40	10.78	11.06	16.10	20.60
Administrative support, n.e.c.	6.00	13.13	16.36	18.92	21.03
Blue collar	8.25	11.77	15.03	19.82	23.74
Precision production, craft, and repair	12.00	14.00	17.50	22.77	27.78

See footnotes at end of table.

Table 6-2. Hourly wage percentiles for establishment jobs,¹ all workers:² Selected occupations, private industry, National Compensation Survey, Pittsburgh, PA, December 2004 — Continued

Occupation ³	Private industry				
	10	25	Median 50	75	90
Blue collar —Continued					
Precision production, craft, and repair —Continued					
Mechanics and repairers, n.e.c.	\$11.00	\$12.00	\$12.83	\$17.12	\$20.93
Plumbers, pipefitters and steamfitters	19.48	19.48	27.78	29.78	29.78
Machinists	13.02	14.00	15.71	17.95	19.41
Electrical and electronic equipment assemblers ..	11.52	12.39	13.79	15.75	22.77
Machine operators, assemblers, and inspectors					
Miscellaneous machine operators, n.e.c.	9.10	10.45	12.85	15.27	19.48
Welders and cutters	12.15	12.15	13.38	14.87	15.30
Assemblers	12.82	12.85	13.67	16.04	22.12
Assemblers	8.25	8.50	9.95	11.78	16.51
Transportation and material moving					
Truck drivers	10.30	14.26	16.50	19.95	25.22
Industrial truck and tractor equipment operators ..	9.00	14.38	16.50	21.00	25.36
Industrial truck and tractor equipment operators ..	13.76	15.03	15.90	16.71	17.00
Handlers, equipment cleaners, helpers, and laborers					
Stock handlers and baggers	6.25	7.29	10.61	16.35	20.36
Freight, stock, and material handlers, n.e.c.	5.50	6.00	6.55	9.66	14.30
Vehicle washers and equipment cleaners	12.22	17.00	20.12	20.54	20.54
Laborers, except construction, n.e.c.	6.25	7.00	8.00	10.50	14.75
Laborers, except construction, n.e.c.	7.29	8.53	13.25	16.33	16.89
Service					
Protective service	3.25	6.75	9.46	11.15	13.23
Guards and police, except public service	2.72	5.75	9.00	17.12	17.47
Guards and police, except public service	5.75	6.75	12.04	16.34	17.47
Food service	2.83	3.80	6.50	9.10	11.05
Waiters, waitresses, and bartenders	2.83	2.83	3.25	6.50	8.80
Bartenders	3.50	6.50	6.50	7.50	9.40
Waiters and waitresses	2.83	2.83	2.83	3.10	4.16
Waiters/Waitresses' assistants	2.83	4.20	5.35	8.80	8.90
Other food service	5.50	6.40	8.00	10.25	11.88
Cooks	6.50	7.50	9.50	11.15	13.23
Kitchen workers, food preparation	6.30	6.50	7.50	8.65	9.38
Food preparation, n.e.c.	4.13	6.00	7.15	9.39	10.35
Health service	8.61	9.55	10.55	11.34	12.00
Health aides, except nursing	9.01	9.50	10.03	11.24	12.62
Nursing aides, orderlies and attendants	8.50	9.55	10.60	11.34	12.00
Cleaning and building service	7.95	8.63	10.42	13.06	15.64
Maids and housemen	7.95	8.60	9.80	10.59	11.44
Janitors and cleaners	7.75	8.64	10.60	13.06	15.99
Personal service	7.10	8.17	12.00	30.10	30.10

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

nonproduction bonuses; and tips.

² All workers include full-time and part-time workers.

³ A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

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

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

Occupation ³	State and local government				
	10	25	Median 50	75	90
All	\$12.66	\$15.55	\$20.90	\$28.02	\$44.75
All excluding sales	12.66	15.60	21.00	28.02	44.75
White collar	13.32	16.50	25.50	39.58	49.74
White collar excluding sales	13.55	16.53	25.50	39.58	49.74
Professional specialty and technical	17.12	24.95	32.03	48.59	51.59
Professional specialty	18.84	25.50	33.57	48.94	51.59
Health related	-	-	-	-	-
Teachers, college and university	20.57	25.09	36.66	49.31	59.94
Teachers, except college and university	18.74	27.28	36.19	49.07	51.72
Elementary school teachers	25.36	28.92	34.59	46.94	52.04
Secondary school teachers	25.24	28.32	33.45	43.85	52.31
Librarians, archivists, and curators	-	-	-	-	-
Social scientists and urban planners	-	-	-	-	-
Social, recreation, and religious workers	-	-	-	-	-
Technical	-	-	-	-	-
Executive, administrative, and managerial	14.86	16.83	28.29	39.58	44.75
Executives, administrators, and managers	14.86	16.83	33.21	42.78	44.75
Administrators, education and related fields	16.83	16.83	40.07	42.78	44.75
Management related	-	-	-	-	-
Sales	-	-	-	-	-
Administrative support, including clerical	11.25	12.66	15.14	17.07	19.73
Secretaries	13.22	14.86	17.07	19.17	20.24
Teachers' aides	9.75	10.25	11.47	14.42	14.89
Blue collar	14.43	16.08	18.86	21.53	22.73
Precision production, craft, and repair	15.71	16.19	18.61	18.69	22.03
Transportation and material moving	14.43	16.53	21.53	21.53	22.22
Handlers, equipment cleaners, helpers, and laborers	10.34	15.62	19.39	22.73	24.56
Service	11.04	13.09	17.14	25.07	27.94
Protective service	15.49	22.71	25.07	27.94	28.84
Police and detectives, public service	25.07	25.07	26.59	27.94	29.74
Food service	10.60	11.09	11.88	12.74	12.86
Other food service	10.60	11.09	11.88	12.74	12.86
Food preparation, n.e.c.	10.60	11.09	11.92	12.74	12.86
Health service	-	-	-	-	-
Cleaning and building service	10.93	13.88	15.04	16.14	17.21
Janitors and cleaners	11.04	13.88	15.04	16.14	17.21
Personal service	-	-	-	-	-

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

nonproduction bonuses; and tips.

² All workers include full-time and part-time workers.

³ A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

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

Table 6-4. Hourly wage percentiles for establishment jobs,¹ full-time workers:² Selected occupations, all industries, National Compensation Survey, Pittsburgh, PA, December 2004

Occupation ³	10	25	Median 50	75	90
All	\$9.10	\$11.60	\$16.34	\$23.09	\$33.03
All excluding sales	9.50	12.01	16.71	23.71	33.65
White collar	9.55	12.55	18.30	26.99	38.95
White collar excluding sales	10.40	13.62	19.09	27.98	40.87
Professional specialty and technical	13.53	18.62	25.20	35.29	47.74
Professional specialty	16.77	21.23	27.14	37.50	49.07
Engineers, architects, and surveyors	20.20	25.44	30.67	37.30	42.65
Electrical and electronic engineers	23.72	25.47	32.14	36.97	41.18
Mathematical and computer scientists	21.59	21.63	31.25	35.58	40.26
Computer systems analysts and scientists	21.63	22.15	31.25	35.58	40.51
Natural scientists	-	-	-	-	-
Health related	18.00	20.64	23.94	27.08	36.62
Registered nurses	19.12	21.63	23.94	26.18	29.92
Pharmacists	33.33	36.11	38.11	39.25	41.60
Physical therapists	20.19	20.80	28.80	32.81	34.59
Therapists, n.e.c.	11.38	11.58	12.38	17.00	19.05
Teachers, college and university	21.09	33.22	41.48	48.10	59.94
Other post-secondary teachers	19.16	21.75	34.60	49.31	59.94
Teachers, except college and university	19.71	26.72	34.54	49.07	51.72
Elementary school teachers	24.97	28.50	34.20	46.51	52.04
Secondary school teachers	25.00	28.30	33.05	43.85	52.31
Teachers, special education	21.56	26.72	49.07	49.74	50.40
Librarians, archivists, and curators	-	-	-	-	-
Social scientists and urban planners	15.59	18.30	18.30	23.18	33.67
Social, recreation, and religious workers	2.72	10.60	12.00	17.11	21.40
Social workers	10.91	11.58	12.50	17.33	23.37
Lawyers and judges	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	17.05	18.39	26.68	32.70	83.44
Editors and reporters	14.67	21.23	21.30	30.97	44.18
Technical	10.32	14.16	17.00	21.67	26.80
Clinical laboratory technologists and technicians	18.75	20.57	21.77	25.40	25.90
Radiological technicians	16.83	18.08	20.97	21.78	22.63
Licensed practical nurses	14.25	14.95	15.60	17.20	19.09
Health technologists and technicians, n.e.c.	8.00	9.51	12.38	14.66	16.15
Drafters	17.00	21.39	24.72	27.81	32.00
Executive, administrative, and managerial	16.47	18.50	23.88	34.00	44.48
Executives, administrators, and managers	17.88	22.18	32.08	40.87	50.72
Financial managers	17.88	26.60	41.59	46.15	62.05
Administrators, education and related fields	16.83	22.18	36.66	40.07	44.75
Managers, medicine and health	18.61	18.61	25.04	32.58	36.06
Managers and administrators, n.e.c.	17.47	23.15	27.64	37.66	50.72
Management related	16.05	17.81	20.00	24.87	30.58
Accountants and auditors	17.15	19.16	21.22	24.99	29.11
Personnel, training, and labor relations specialists	14.49	15.43	24.69	31.44	37.84
Purchasing agents and buyers, n.e.c.	15.43	18.75	21.21	23.36	24.39
Management related, n.e.c.	16.83	18.50	19.23	28.74	30.51
Sales	7.10	8.00	9.61	12.98	17.95
Supervisors, sales	9.09	10.42	14.85	17.84	37.51
Administrative support, including clerical	9.41	10.59	13.13	16.15	20.33
Secretaries	10.33	12.63	14.66	18.05	21.37
Stenographers	11.54	13.15	14.97	15.98	17.14
Receptionists	8.10	9.46	9.75	10.50	12.40
Order clerks	10.25	13.38	20.60	20.60	25.47
Records clerks, n.e.c.	9.75	11.73	12.75	15.40	16.83
Bookkeepers, accounting and auditing clerks	12.00	12.27	13.80	15.64	16.93
Billing clerks	11.00	11.00	11.00	14.06	15.54
Traffic, shipping and receiving clerks	8.00	8.25	9.50	9.55	13.17
General office clerks	10.40	10.78	12.66	15.30	20.60
Teachers' aides	8.08	8.98	10.88	13.95	14.89
Administrative support, n.e.c.	13.13	14.75	17.59	18.92	21.99
Blue collar	9.99	12.85	16.04	20.04	24.46

See footnotes at end of table.

Table 6-4. Hourly wage percentiles for establishment jobs,¹ full-time workers:² Selected occupations, all industries, National Compensation Survey, Pittsburgh, PA, December 2004 — Continued

Occupation ³	10	25	Median 50	75	90
Blue collar —Continued					
Precision production, craft, and repair	\$12.02	\$14.25	\$17.62	\$22.43	\$27.72
Automobile mechanics	14.00	16.19	17.50	18.96	20.00
Mechanics and repairers, n.e.c.	11.00	12.00	12.83	17.12	20.93
Carpenters	18.61	18.61	18.69	18.80	25.96
Plumbers, pipefitters and steamfitters	19.48	19.48	27.78	29.78	29.78
Machinists	13.02	14.00	15.71	17.95	19.41
Electrical and electronic equipment assemblers ..	11.52	12.39	13.79	15.75	22.77
Machine operators, assemblers, and inspectors	9.39	10.45	12.85	15.27	19.49
Miscellaneous machine operators, n.e.c.	12.15	12.15	13.38	14.87	15.30
Welders and cutters	12.82	12.85	13.67	16.04	22.12
Assemblers	8.25	9.65	9.95	12.18	16.51
Transportation and material moving	12.63	15.03	16.75	21.53	25.22
Truck drivers	11.00	14.38	16.50	21.93	25.36
Industrial truck and tractor equipment operators ..	13.76	15.03	15.90	16.71	17.00
Handlers, equipment cleaners, helpers, and laborers	7.00	9.50	14.75	18.66	20.54
Stock handlers and baggers	8.80	9.30	11.77	15.20	16.60
Laborers, except construction, n.e.c.	13.25	13.25	15.62	16.89	22.73
Service	6.00	9.03	11.05	14.49	25.07
Protective service	6.75	17.47	25.07	27.48	28.02
Police and detectives, public service	25.07	25.07	26.59	27.94	29.74
Guards and police, except public service	5.75	6.75	12.28	17.47	17.47
Food service	2.83	4.62	7.50	10.75	12.76
Waiters, waitresses, and bartenders	2.83	2.83	4.10	6.50	8.80
Waiters and waitresses	2.38	2.83	2.83	3.00	7.27
Other food service	5.33	6.85	10.00	11.76	14.00
Cooks	6.50	7.50	9.75	11.25	13.23
Food preparation, n.e.c.	3.28	5.33	9.30	11.33	12.46
Health service	8.76	9.70	10.89	11.72	13.01
Health aides, except nursing	9.01	9.47	10.03	11.51	12.91
Nursing aides, orderlies and attendants	8.63	9.75	10.95	11.72	13.04
Cleaning and building service	8.50	9.85	12.78	15.60	17.18
Maids and housemen	7.96	8.65	10.00	10.88	12.29
Janitors and cleaners	8.65	10.60	13.27	15.63	17.18
Personal service	8.00	9.54	12.01	30.10	30.10

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

² Employees are classified as working either a full-time or a part-time

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

³ A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

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

Table 6-5. Hourly wage percentiles for establishment jobs,¹ part-time workers:² Selected occupations, all industries, National Compensation Survey, Pittsburgh, PA, December 2004

Occupation ³	10	25	Median 50	75	90
All	\$5.50	\$6.00	\$7.60	\$10.60	\$20.06
All excluding sales	5.25	6.30	8.25	12.25	21.95
White collar	5.50	6.10	8.25	14.42	24.65
White collar excluding sales	6.00	8.59	13.50	22.24	27.88
Professional specialty and technical	5.75	14.00	21.34	26.32	30.10
Professional specialty	5.75	14.42	22.00	26.83	31.25
Health related	18.95	21.53	24.50	27.84	31.75
Registered nurses	18.95	21.34	24.09	27.00	29.95
Teachers, college and university	—	—	—	—	—
Teachers, except college and university	9.79	10.67	22.00	28.00	49.74
Librarians, archivists, and curators	—	—	—	—	—
Social, recreation, and religious workers	5.50	5.50	5.75	7.50	15.32
Writers, authors, entertainers, athletes, and professionals, n.e.c.	—	—	—	—	—
Technical	13.05	13.70	15.25	16.71	20.81
Sales	5.50	5.90	6.30	7.68	9.25
Sales workers, other commodities	6.00	6.00	6.90	7.80	9.93
Cashiers	5.50	5.50	6.15	7.00	8.74
Administrative support, including clerical	6.50	8.11	9.81	11.87	20.30
Blue collar	5.50	6.30	7.50	11.00	13.50
Precision production, craft, and repair	—	—	—	—	—
Machine operators, assemblers, and inspectors	—	—	—	—	—
Transportation and material moving	7.07	8.30	13.50	13.50	14.60
Handlers, equipment cleaners, helpers, and laborers	5.50	6.00	6.55	7.75	12.22
Stock handlers and baggers	5.50	5.70	6.25	6.55	7.03
Service	2.83	5.50	7.00	9.05	10.30
Protective service	—	—	—	—	—
Food service	2.83	3.80	6.40	8.15	9.47
Waiters, waitresses, and bartenders	2.83	2.83	2.98	4.75	7.50
Waiters and waitresses	2.83	2.83	2.83	3.13	3.80
Waiters/Waitresses' assistants	2.83	3.61	6.10	7.52	9.10
Other food service	5.70	6.30	7.00	8.65	10.30
Kitchen workers, food preparation	6.30	6.50	7.10	8.35	8.65
Food preparation, n.e.c.	5.75	6.30	7.80	9.50	10.60
Health service	8.87	9.46	9.90	10.60	11.19
Nursing aides, orderlies and attendants	7.64	9.46	9.90	10.50	11.15
Cleaning and building service	—	—	—	—	—
Personal service	5.15	6.00	7.10	12.00	13.20

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

² Employees are classified as working either a full-time or a part-time

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

³ A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

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

Appendix A: Technical Note

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

Planning for the survey

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

Survey scope

This survey covered establishments employing 50 workers or more in goods-producing industries (mining, construction and manufacturing); service-producing industries (transportation, communications, electric, gas, and sanitary services; wholesale trade; retail trade; finance, insurance, and real estate; and services industries); and State and local governments. Agriculture, private households, and the Federal Government were excluded from the scope of the survey. For purposes of this survey, an establishment is an economic unit that produces goods or services, a central administrative office, or an auxiliary unit providing support services to a company. For private industries in this survey, the establishment is usually at a single physical location. For State and local governments, an establishment is defined as all locations of a government entity.

The Pittsburgh, PA, Metropolitan Statistical Area includes Allegheny, Beaver, Butler, Fayette, Washington, and Westmoreland Counties.

Sampling frame

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

Sample design

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

Data collection

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

Occupational selection and classification

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

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

For each occupation, wage data were collected for those workers whose jobs could be characterized by the criteria identified in the last three steps. Special procedures were developed for jobs for which a level could not be determined.

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

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

The number of jobs for which data were collected in each establishment was based on the establishment's employment size. Prior to 2002, the number of jobs selected ranged from 8 to 20. Beginning in 2002, the number of jobs selected followed this schedule:

<i>Number of employees</i>	<i>Number of selected jobs</i>
50–249	6
250 or more	8

The second step of the process entailed classifying the selected jobs into occupations based on their duties. The NCS occupational classification system is based on the 1990 Census of Population. A selected job may fall into any one of about 480 occupational classifications, from accountant to wood lathe operator. For cases in which a job's duties overlapped two or more census classification codes, the duties used to set the wage level were used to classify the job. Classification by primary duties was the fallback.

Each occupational classification is an element of a broader classification known as a major occupational group (MOG). Occupations can fall into any of the following MOGs:

- Professional specialty and technical
- Executive, administrative, and managerial
- Sales
- Administrative support, including clerical
- Precision production, craft, and repair
- Machine operators, assemblers, and inspectors
- Transportation and material moving
- Handlers, equipment cleaners, helpers, and laborers
- Service occupations

Appendix B contains a complete list of all individual occupations, classified by the MOG to which they belong.

In step three, certain other job characteristics of the chosen worker were identified. First, the worker was identified as holding either a full-time or part-time job, based on the establishment's definition of those terms. Then, the worker was classified as having a time versus incentive job, depending on whether any part of pay was directly based on the actual production of the worker, rather than solely

on hours worked. Finally, the worker was identified as being in a union job or a nonunion job. See the "Definition of terms" section on the following page for more detail.

Occupational leveling

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

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

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

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

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

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

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

Collection period

Survey data were collected over a 13-month period for 60 metropolitan areas in the NCS program. For 20 small metropolitan areas, data were collected over a 4-month period.

For each establishment in the survey, the data reflect the establishment's most recent information at the time of collection. The payroll reference month shown in the tables reflects the average date of this information for all sample units.

Earnings

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

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

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

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

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

Definition of terms

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

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

Level. A ranking of an occupation based on the requirements of the position. (See the description in the technical note on occupational leveling through point factor analysis for more details on the leveling process.)

Nonunion worker. An employee in an occupation not meeting the conditions for union coverage. (See below.)

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

Time-based worker. Any employee whose earnings are tied to an hourly rate or salary, and not to a specific level of production.

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

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

Processing and analyzing the data

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

Weighting and nonresponse

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

Establishments that were determined to be out of business or outside the scope of the survey had their weights changed to zero. If only partial data were given by a sample establishment or occupation, or data were missing, the response was treated as a refusal.

Survey response

	<i>Establishments</i>
Total in sampling frame	3,528
Total in sample	399
Responding	276
Out of business or not in survey scope	33
Unable or refused to provide data	90

In this survey, the nonresponse rates for all industries, private industry, and State and local government were within regular survey standards.

Estimation

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

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

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

Percentiles

The percentiles presented in tables 6-1 through 6-5 are computed using earnings reported for individual workers in sampled establishment jobs and their scheduled hours of work. Establishments in the survey may report only individual-worker earnings for each sampled job. For the calculation of percentile estimates, the individual-worker hourly earnings are appropriately weighted and then arrayed from lowest to highest.

The published 10th, 25th, 50th, 75th, and 90th percentiles designate position in the earnings distribution within each published occupation. At the 50th percentile, the me-

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

Data reliability

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

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

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

The standard error can be used to calculate a "confidence interval" around a sample estimate. As an example, suppose a table shows that mean hourly earnings for all workers were \$12.79, with a relative standard error of 3.6 percent for this estimate. At the 90-percent level, the confidence interval for this estimate is from \$12.03 to \$13.55 (\$12.79 minus and plus \$0.76, where \$0.76 is the product of 1.645 times 3.6 percent times \$12.79). If all possible samples were selected to estimate the population value, the interval from each sample would include the true population value approximately 90 percent of the time.

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

Appendix table 1. **Number of workers¹ represented by the survey, by occupational group,² National Compensation Survey, Pittsburgh, PA, December 2004**

Occupational group	Full-time and part-time workers		
	Total	Private industry	State and local government
All occupations	561,000	476,600	84,400
All excluding sales	515,700	431,800	83,900
White collar	332,900	282,000	50,900
White-collar excluding sales	287,600	237,200	50,500
Professional specialty and technical	138,200	103,400	34,700
Professional specialty	117,000	83,800	33,200
Technical	21,100	19,600	—
Executive, administrative, and managerial	47,900	43,700	4,200
Sales	45,300	44,800	—
Administrative support, including clerical	101,600	90,000	11,500
Blue collar	127,100	113,700	13,400
Precision production, craft, and repair	44,100	40,500	3,600
Machine operators, assemblers, and inspectors	25,600	25,600	—
Transportation and material moving	31,200	24,200	7,000
Handlers, equipment cleaners, helpers, and laborers	26,300	23,400	2,900
Service	101,000	81,000	20,000

¹ The number of workers represented by the survey are rounded to the nearest 100. Estimates of the number of workers provide a description of size and composition of the labor force included in the survey. Estimates are not intended, however, for comparison to other statistical series to measure employment trends or levels. Both full-time and part-time workers were included in the survey.

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

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