

# Rockford, IL National Compensation Survey April 2007

---



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

U.S. Bureau of Labor Statistics  
Keith Hall, Commissioner

January 2008

# Preface

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

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

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

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

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.

Material in this bulletin is in the public domain and, with appropriate credit, may be reproduced without permission. This information will be made available to sensory impaired individuals upon request. Voice phone: (202) 691-5200; Federal Relay Service: 1-800-877-8339.

# Contents

	<i>Page</i>
Introduction.....	1
Tables:	
1. Summary: Mean hourly earnings and weekly hours for selected worker and establishment characteristics.....	3
2. Civilian workers: Mean hourly earnings for full-time and part-time workers by work levels.....	4
3. Private industry workers: Mean hourly earnings for full-time and part-time workers by work levels.....	8
4. State and local government workers: Mean hourly earnings for full-time and part-time workers by work levels.....	12
5. Combined work levels for civilian workers: Mean hourly earnings for full-time and part-time workers .....	13
6. Civilian workers: Hourly wage percentiles.....	17
7. Private industry workers: Hourly wage percentiles .....	19
8. State and local government workers: Hourly wage percentiles .....	21
9. Full-time civilian workers: Hourly wage percentiles .....	22
10. Part-time civilian workers: Hourly wage percentiles.....	24
11. Full-time civilian workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours .....	25
12. Full-time private industry workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours .....	28
13. Full-time State and local government workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours .....	31
14. Size of establishment: Mean hourly earnings of private industry establishments for major occupational groups.....	32
15. Establishments with fewer than 100 workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours for full-time private industry workers .....	33
16. Establishments with 100 workers or more: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours for full-time private industry workers .....	34
17. Union and nonunion workers: Mean hourly earnings for major occupational groups .....	36
18. Time and incentive workers: Mean hourly earnings for major occupational groups .....	37
19. Industry sector: Mean hourly earnings for private industry workers by major occupational group .....	38
Appendixes:	
A. Technical Note.....	A – 1
Appendix table 1. Number of workers represented by the survey .....	A – 5
Appendix table 2. Survey establishment response .....	A – 6
B. Standard Occupational Classification System.....	B – 1

# Introduction

The tables in this bulletin summarize the NCS results for the Rockford, IL, Metropolitan Statistical Area (MSA). Data were collected between September 2006 and October 2007; the average reference month is April 2007. Tabulations provide information on earnings of workers in a variety of occupations and at different work levels. Also contained in this bulletin are information on the program, a technical note describing survey procedures, and an appendix with detailed information on occupational classifications.

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

## NCS products

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

## Changes to the publications

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

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

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

## About the tables

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

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

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

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

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

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

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

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

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

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

Table 1. Summary: Mean hourly earnings<sup>1</sup> and weekly hours for selected worker and establishment characteristics, Rockford, IL, April 2007

Worker and establishment characteristics	Civilian workers			Private industry workers			State and local government workers		
	Hourly earnings		Mean weekly hours <sup>3</sup>	Hourly earnings		Mean weekly hours <sup>3</sup>	Hourly earnings		Mean weekly hours <sup>3</sup>
	Mean	Relative error <sup>2</sup> (percent)		Mean	Relative error <sup>2</sup> (percent)		Mean	Relative error <sup>2</sup> (percent)	
<b>All workers</b> .....	\$18.53	3.3	34.6	\$18.15	3.6	34.9	\$23.62	5.0	31.6
<b>Worker characteristics<sup>4,5</sup></b>									
Management, professional, and related .....	31.00	4.6	35.1	30.99	5.1	36.5	31.02	9.9	29.5
Management, business, and financial .....	29.51	5.3	39.2	28.79	6.2	43.1	34.27	8.9	24.6
Professional and related .....	31.59	5.6	33.7	31.92	6.2	34.2	30.10	13.4	31.3
Service .....	9.95	5.4	29.7	9.61	4.7	29.6	16.08	18.3	31.2
Sales and office .....	14.20	3.7	32.7	14.28	4.0	32.5	13.15	8.9	36.4
Sales and related .....	15.22	8.9	29.9	15.22	8.9	29.9	—	—	—
Office and administrative support .....	13.68	2.6	34.4	13.73	2.7	34.2	13.15	8.9	36.4
Natural resources, construction, and maintenance .....	21.56	7.2	39.1	21.83	7.7	39.2	—	—	—
Construction and extraction .....	23.94	8.3	38.8	24.97	9.0	39.0	—	—	—
Installation, maintenance, and repair .....	20.14	10.4	39.3	20.14	10.4	39.3	—	—	—
Production, transportation, and material moving .....	14.67	3.8	36.8	14.70	3.8	36.9	—	—	—
Production .....	15.64	3.2	38.9	15.69	3.2	38.9	—	—	—
Transportation and material moving .....	12.87	7.5	33.6	12.84	7.7	33.7	—	—	—
Full time .....	19.73	3.1	39.7	19.35	3.4	39.8	24.44	3.2	37.7
Part time .....	11.20	14.4	19.6	10.99	15.5	20.1	15.59	19.4	12.2
Union .....	22.76	3.4	36.9	21.87	4.1	36.9	25.50	4.8	37.0
Nonunion .....	17.56	3.7	34.2	17.49	3.8	34.6	20.10	10.6	24.7
Time .....	18.13	3.3	34.4	17.70	3.5	34.7	23.62	5.0	31.6
Incentive .....	27.66	15.6	40.6	27.66	15.6	40.6	—	—	—
<b>Establishment characteristics</b>									
Goods producing .....	( <sup>6</sup> )	( <sup>6</sup> )	( <sup>6</sup> )	21.19	5.1	39.5	( <sup>6</sup> )	( <sup>6</sup> )	( <sup>6</sup> )
Service providing .....	( <sup>6</sup> )	( <sup>6</sup> )	( <sup>6</sup> )	16.41	4.7	32.7	( <sup>6</sup> )	( <sup>6</sup> )	( <sup>6</sup> )
1-99 workers .....	17.10	7.2	32.6	16.98	7.4	32.8	22.61	10.0	26.2
100-499 workers .....	16.89	4.0	36.8	16.80	4.1	37.2	18.60	16.0	30.2
500 workers or more .....	24.44	4.3	35.9	24.04	5.4	36.5	25.97	4.0	33.7

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

<sup>2</sup> 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.

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

<sup>4</sup> 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.

<sup>5</sup> Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 2. **Civilian workers: Mean hourly earnings<sup>1</sup> for full-time and part-time workers<sup>2</sup> by work levels<sup>3</sup>, Rockford, IL, April 2007**

Occupation <sup>4</sup> and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)
<b>All workers</b> .....	\$18.53	3.3	\$19.73	3.1	\$11.20	14.4
<b>Management occupations</b> .....	34.88	6.2	34.74	6.3	—	—
Level 9 .....	27.87	8.9	27.87	8.9	—	—
Level 11 .....	34.10	7.9	34.10	7.9	—	—
Level 12 .....	54.84	9.0	54.84	9.0	—	—
Not able to be leveled .....	37.53	5.1	—	—	—	—
Financial managers .....	33.39	5.2	33.39	5.2	—	—
<b>Business and financial operations occupations</b> .....	22.26	4.7	22.26	4.7	—	—
Level 7 .....	20.30	4.2	20.30	4.2	—	—
Level 9 .....	24.90	7.8	24.90	7.8	—	—
<b>Architecture and engineering occupations</b> .....	33.60	4.0	33.60	4.0	—	—
Level 7 .....	25.58	5.6	25.58	5.6	—	—
Level 9 .....	32.82	4.5	32.82	4.5	—	—
Level 11 .....	37.91	7.5	37.91	7.5	—	—
Engineers .....	34.93	3.5	34.93	3.5	—	—
Level 9 .....	32.82	4.5	32.82	4.5	—	—
Level 11 .....	37.91	7.5	37.91	7.5	—	—
Mechanical engineers .....	32.50	6.7	32.50	6.7	—	—
Engineering technicians, except drafters .....	24.58	10.9	24.58	10.9	—	—
<b>Community and social services occupations</b> .....	15.55	17.9	—	—	—	—
<b>Education, training, and library occupations</b> .....	30.19	10.3	31.37	9.0	13.02	4.1
Level 6 .....	12.08	6.9	—	—	12.08	6.9
Level 9 .....	41.88	4.1	42.28	4.6	—	—
Primary, secondary, and special education school teachers .....	36.93	7.4	38.92	7.2	—	—
Level 9 .....	42.56	4.8	42.56	4.8	—	—
Elementary and middle school teachers .....	36.62	10.6	39.76	11.8	—	—
Level 9 .....	45.88	4.2	45.88	4.2	—	—
Elementary school teachers, except special education .....	36.93	12.2	—	—	—	—
<b>Arts, design, entertainment, sports, and media occupations</b> .....	16.16	12.4	16.08	13.4	—	—
Not able to be leveled .....	16.10	12.3	—	—	—	—
<b>Healthcare practitioner and technical occupations</b> .....	32.95	10.7	32.52	10.6	34.28	16.4
Level 5 .....	19.43	2.4	19.51	4.1	—	—
Level 7 .....	27.07	9.5	27.35	12.0	—	—
Level 8 .....	28.09	2.9	—	—	—	—
Level 9 .....	—	—	31.62	15.8	—	—
Registered nurses .....	34.02	15.9	31.26	15.6	—	—
Level 9 .....	—	—	31.85	16.7	—	—
Licensed practical and licensed vocational nurses .....	19.56	.7	—	—	—	—
Level 5 .....	19.53	1.6	—	—	—	—
<b>Healthcare support occupations</b> .....	12.30	6.4	12.44	7.5	11.30	4.1
Level 3 .....	11.18	8.5	11.07	8.0	—	—
Level 4 .....	13.64	7.0	14.15	9.3	—	—
Level 5 .....	12.09	9.5	12.07	9.6	—	—
Nursing, psychiatric, and home health aides .....	10.59	3.7	10.65	4.8	—	—
Nursing aides, orderlies, and attendants .....	10.45	3.1	10.48	4.0	—	—
Miscellaneous healthcare support occupations .....	14.55	6.1	14.64	5.7	—	—
<b>Protective service occupations</b> .....	15.45	16.3	16.45	16.8	—	—
<b>Food preparation and serving related occupations</b> .....	8.29	3.5	10.33	7.7	6.90	6.2
Level 1 .....	7.18	3.0	—	—	6.90	2.5
Level 2 .....	6.97	6.5	7.34	8.7	6.77	6.9
Level 3 .....	7.71	.4	—	—	7.04	13.6
Food service, tipped .....	5.37	21.6	—	—	5.85	20.1
Waiters and waitresses .....	4.77	9.5	—	—	5.13	10.3

See footnotes at end of table.

Table 2. **Civilian workers: Mean hourly earnings<sup>1</sup> for full-time and part-time workers<sup>2</sup> by work levels<sup>3</sup>, Rockford, IL, April 2007** — Continued

Occupation <sup>4</sup> and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)
Fast food and counter workers .....	\$7.30	2.7	—	—	\$7.01	0.5
Level 1 .....	6.94	3.2	—	—	6.94	3.2
Level 2 .....	7.47	5.6	—	—	6.81	2.1
Combined food preparation and serving workers, including fast food .....	7.30	2.7	—	—	7.02	.5
Level 2 .....	7.47	5.6	—	—	6.81	2.1
<b>Building and grounds cleaning and maintenance occupations</b> .....	10.54	7.6	\$12.04	10.9	7.00	3.2
Level 1 .....	9.35	11.4	10.77	8.6	6.92	2.4
Building cleaning workers .....	10.83	7.8	12.25	11.7	—	—
Level 1 .....	9.60	10.8	10.77	8.6	—	—
Janitors and cleaners, except maids and housekeeping cleaners .....	12.02	11.8	12.56	16.1	—	—
Level 1 .....	9.46	9.5	—	—	—	—
Maids and housekeeping cleaners .....	9.38	13.1	—	—	—	—
<b>Personal care and service occupations</b> .....	9.52	11.9	—	—	8.15	16.0
Level 2 .....	8.41	13.4	—	—	8.14	16.2
<b>Sales and related occupations</b> .....	15.22	8.9	18.78	9.1	8.04	10.4
Level 2 .....	8.17	9.6	—	—	7.32	6.4
Level 3 .....	9.61	3.4	10.53	2.0	—	—
Level 5 .....	14.56	3.4	15.16	2.6	—	—
First-line supervisors/managers, sales workers .....	22.37	9.0	22.95	10.7	—	—
Retail sales workers .....	9.67	13.9	11.80	10.8	7.93	11.3
Level 2 .....	8.17	9.6	—	—	7.32	6.4
Level 3 .....	9.79	3.5	11.13	2.6	—	—
Cashiers, all workers .....	7.91	7.4	—	—	7.31	5.1
Level 2 .....	8.80	2.2	—	—	—	—
Cashiers .....	7.91	7.4	—	—	7.31	5.1
Level 2 .....	8.80	2.2	—	—	—	—
Retail salespersons .....	10.52	17.6	13.56	12.9	8.44	15.2
Level 3 .....	9.36	2.6	—	—	—	—
Sales representatives, wholesale and manufacturing .....	23.66	20.6	25.70	25.3	—	—
Sales representatives, wholesale and manufacturing, except technical and scientific products .....	19.73	19.3	—	—	—	—
<b>Office and administrative support occupations</b> .....	13.68	2.6	14.19	2.7	10.33	6.5
Level 1 .....	8.61	2.8	—	—	8.26	3.0
Level 2 .....	11.03	3.4	11.12	3.7	10.71	5.4
Level 3 .....	11.86	5.9	11.81	7.1	12.12	9.6
Level 4 .....	13.07	3.7	13.20	3.5	—	—
Level 5 .....	17.57	5.5	17.85	5.4	—	—
Level 6 .....	17.50	4.6	17.50	4.6	—	—
First-line supervisors/managers of office and administrative support workers .....	20.76	9.4	20.76	9.4	—	—
Financial clerks .....	12.73	6.4	12.94	6.6	—	—
Level 4 .....	11.86	7.4	11.92	7.5	—	—
Bookkeeping, accounting, and auditing clerks .....	13.23	8.5	13.64	8.7	—	—
Level 4 .....	12.48	4.9	12.57	4.9	—	—
Tellers .....	10.64	3.0	—	—	—	—
Customer service representatives .....	14.19	10.3	14.19	10.3	—	—
Receptionists and information clerks .....	11.72	4.6	11.66	3.6	—	—
Level 3 .....	11.63	8.7	11.26	6.8	—	—
Stock clerks and order fillers .....	10.16	9.2	—	—	8.50	.5
Secretaries and administrative assistants .....	16.25	9.8	16.15	10.1	—	—
Level 5 .....	18.11	5.9	18.05	6.5	—	—
Office clerks, general .....	13.09	5.3	13.58	6.2	10.24	6.4
Level 4 .....	15.21	9.4	15.21	9.4	—	—
<b>Construction and extraction occupations</b> .....	23.94	8.3	24.38	8.4	—	—
Level 7 .....	28.93	1.5	28.93	1.5	—	—
<b>Installation, maintenance, and repair occupations</b> .....	20.14	10.4	20.19	10.6	—	—
Level 7 .....	25.17	10.0	25.17	10.0	—	—

See footnotes at end of table.



Table 2. **Civilian workers: Mean hourly earnings<sup>1</sup> for full-time and part-time workers<sup>2</sup> by work levels<sup>3</sup>, Rockford, IL, April 2007** — Continued

Occupation <sup>4</sup> and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)
First-line supervisors/managers of mechanics, installers, and repairers .....	\$32.45	10.1	—	—	—	—
Automotive technicians and repairers .....	13.62	21.8	\$13.62	21.8	—	—
Industrial machinery installation, repair, and maintenance workers .....	22.14	8.1	22.14	8.1	—	—
Level 7 .....	25.93	4.5	25.93	4.5	—	—
Industrial machinery mechanics .....	23.90	6.9	23.90	6.9	—	—
Level 7 .....	26.35	4.1	26.35	4.1	—	—
<b>Production occupations</b> .....	15.64	3.2	15.76	3.6	\$12.01	16.7
Level 1 .....	10.37	5.2	10.58	5.4	—	—
Level 2 .....	10.31	1.5	10.27	2.0	—	—
Level 3 .....	17.72	12.3	17.62	13.5	—	—
Level 4 .....	16.92	4.9	16.92	4.9	—	—
Level 5 .....	16.24	1.8	16.55	.3	—	—
Level 6 .....	17.99	7.5	17.99	7.5	—	—
Level 7 .....	21.16	4.9	21.16	4.9	—	—
First-line supervisors/managers of production and operating workers .....	24.90	14.8	24.90	14.8	—	—
Electrical, electronics, and electromechanical assemblers .....	12.57	5.1	12.57	5.1	—	—
Level 3 .....	11.27	2.6	11.27	2.6	—	—
Electrical and electronic equipment assemblers .....	12.39	7.6	12.39	7.6	—	—
Miscellaneous assemblers and fabricators .....	18.97	10.2	18.88	10.7	—	—
Level 2 .....	11.01	13.7	11.01	13.7	—	—
Level 4 .....	22.67	18.5	22.67	18.5	—	—
Computer control programmers and operators .....	17.19	12.0	17.19	12.0	—	—
Computer-controlled machine tool operators, metal and plastic .....	17.19	12.0	17.19	12.0	—	—
Forming machine setters, operators, and tenders, metal and plastic .....	14.44	14.2	14.44	14.2	—	—
Forging machine setters, operators, and tenders, metal and plastic .....	17.22	4.8	17.22	4.8	—	—
Machine tool cutting setters, operators, and tenders, metal and plastic .....	13.58	6.5	13.58	6.5	—	—
Level 3 .....	12.01	9.9	12.01	9.9	—	—
Level 5 .....	15.04	9.6	15.04	9.6	—	—
Cutting, punching, and press machine setters, operators, and tenders, metal and plastic .....	11.30	10.9	11.30	10.9	—	—
Grinding, lapping, polishing, and buffing machine tool setters, operators, and tenders, metal and plastic ..	11.60	7.1	11.60	7.1	—	—
Lathe and turning machine tool setters, operators, and tenders, metal and plastic .....	16.37	8.2	16.37	8.2	—	—
Machinists .....	18.50	5.1	18.50	5.1	—	—
Welding, soldering, and brazing workers .....	16.11	7.0	16.11	7.0	—	—
Welders, cutters, solderers, and brazers .....	14.98	3.9	14.98	3.9	—	—
Inspectors, testers, sorters, samplers, and weighers .....	14.75	2.9	14.75	2.9	—	—
Packaging and filling machine operators and tenders .....	15.51	10.7	15.51	10.7	—	—
Painting workers .....	11.38	1.8	11.38	1.8	—	—
Coating, painting, and spraying machine setters, operators, and tenders .....	11.38	1.8	11.38	1.8	—	—
Miscellaneous production workers .....	12.55	13.2	12.80	14.1	—	—
Level 1 .....	10.10	3.5	10.38	3.1	—	—
Helpers—production workers .....	11.41	7.6	11.71	7.5	—	—
<b>Transportation and material moving occupations</b> .....	12.87	7.5	13.75	8.3	8.80	7.7
Level 1 .....	9.86	7.4	10.54	10.6	8.66	8.2
Level 2 .....	13.16	12.3	13.42	12.0	—	—
Level 3 .....	16.08	18.7	16.06	18.9	—	—
Level 4 .....	18.39	13.9	18.39	13.9	—	—
Driver/sales workers and truck drivers .....	14.63	7.2	15.63	6.9	—	—
Level 4 .....	18.53	18.1	18.53	18.1	—	—
Truck drivers, heavy and tractor-trailer .....	15.62	9.6	15.62	9.6	—	—
Industrial truck and tractor operators .....	13.41	3.0	13.41	3.0	—	—
Level 2 .....	12.74	2.1	12.74	2.1	—	—
Laborers and material movers, hand .....	11.11	10.0	12.00	12.0	8.17	8.6

See footnotes at end of table.

Table 2. **Civilian workers: Mean hourly earnings<sup>1</sup> for full-time and part-time workers<sup>2</sup> by work levels<sup>3</sup>, Rockford, IL, April 2007** — Continued

Occupation <sup>4</sup> and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)
Laborers and material movers, hand —Continued						
Level 1 .....	\$9.09	6.9	\$9.63	8.6	\$8.03	8.2
Level 2 .....	16.56	26.3	16.68	27.1	—	—
Level 3 .....	12.52	7.7	12.52	7.7	—	—
Laborers and freight, stock, and material movers, hand .....	12.18	16.0	15.66	17.9	8.13	8.5
Level 1 .....	9.50	10.7	11.90	9.9	7.99	8.0
Machine feeders and offbearers .....	10.73	12.7	10.73	12.7	—	—
Level 1 .....	9.44	13.2	9.44	13.2	—	—
Packers and packagers, hand .....	9.92	8.4	9.92	8.4	—	—
Level 1 .....	8.27	5.8	8.27	5.8	—	—

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

<sup>2</sup> 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.

<sup>3</sup> 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.

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

<sup>5</sup> 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. Overall occupational groups may include data for categories not shown separately.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 3. Private industry workers: Mean hourly earnings<sup>1</sup> for full-time and part-time workers<sup>2</sup> by work levels<sup>3</sup>, Rockford, IL, April 2007

Occupation <sup>4</sup> and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)
<b>All workers</b> .....	\$18.15	3.6	\$19.35	3.4	\$10.99	15.5
<b>Management occupations</b> .....	33.87	7.4	33.87	7.4	—	—
Level 9 .....	27.87	8.9	27.87	8.9	—	—
Level 11 .....	33.39	8.0	33.39	8.0	—	—
Financial managers .....	33.39	5.2	33.39	5.2	—	—
<b>Business and financial operations occupations</b> .....	22.52	5.0	22.52	5.0	—	—
Level 7 .....	20.30	4.2	20.30	4.2	—	—
Level 9 .....	25.94	9.8	25.94	9.8	—	—
<b>Architecture and engineering occupations</b> .....	33.60	4.0	33.60	4.0	—	—
Level 7 .....	25.58	5.6	25.58	5.6	—	—
Level 9 .....	32.82	4.5	32.82	4.5	—	—
Level 11 .....	37.91	7.5	37.91	7.5	—	—
Engineers .....	34.93	3.5	34.93	3.5	—	—
Level 9 .....	32.82	4.5	32.82	4.5	—	—
Level 11 .....	37.91	7.5	37.91	7.5	—	—
Mechanical engineers .....	32.50	6.7	32.50	6.7	—	—
Engineering technicians, except drafters .....	24.58	10.9	24.58	10.9	—	—
<b>Arts, design, entertainment, sports, and media occupations</b> .....	16.14	13.1	16.08	13.4	—	—
Not able to be leveled .....	16.06	13.2	—	—	—	—
<b>Healthcare practitioner and technical occupations</b> .....	32.97	10.7	32.55	10.7	34.28	16.4
Level 5 .....	19.43	2.4	19.51	4.1	—	—
Level 7 .....	27.04	9.6	27.31	12.2	—	—
Level 9 .....	—	—	31.62	15.8	—	—
Registered nurses .....	34.04	16.0	31.26	15.8	—	—
Level 9 .....	—	—	31.85	16.7	—	—
Licensed practical and licensed vocational nurses .....	19.56	.7	—	—	—	—
Level 5 .....	19.53	1.6	—	—	—	—
<b>Healthcare support occupations</b> .....	12.25	6.4	12.39	7.5	11.30	4.1
Level 3 .....	11.18	8.5	11.07	8.0	—	—
Level 4 .....	13.64	7.0	14.15	9.3	—	—
Level 5 .....	11.88	9.6	11.86	9.6	—	—
Nursing, psychiatric, and home health aides .....	10.45	3.1	10.48	4.0	—	—
Nursing aides, orderlies, and attendants .....	10.45	3.1	10.48	4.0	—	—
Miscellaneous healthcare support occupations .....	14.55	6.1	14.64	5.7	—	—
<b>Food preparation and serving related occupations</b> .....	8.27	3.4	10.31	7.7	6.90	6.2
Level 1 .....	7.18	3.0	—	—	6.90	2.5
Level 2 .....	6.97	6.5	7.34	8.7	6.77	6.9
Level 3 .....	7.71	.4	—	—	7.04	13.6
Food service, tipped .....	5.37	21.6	—	—	5.85	20.1
Waiters and waitresses .....	4.77	9.5	—	—	5.13	10.3
Fast food and counter workers .....	7.30	2.7	—	—	7.01	.5
Level 1 .....	6.94	3.2	—	—	6.94	3.2
Level 2 .....	7.47	5.6	—	—	6.81	2.1
Combined food preparation and serving workers, including fast food .....	7.30	2.7	—	—	7.02	.5
Level 2 .....	7.47	5.6	—	—	6.81	2.1
<b>Building and grounds cleaning and maintenance occupations</b> .....	10.26	7.5	11.76	12.0	6.99	3.4
Level 1 .....	8.73	9.9	—	—	—	—
Building cleaning workers .....	10.55	8.0	11.96	13.1	—	—
Level 1 .....	8.95	9.1	—	—	—	—
Janitors and cleaners, except maids and housekeeping cleaners .....	12.16	11.9	12.56	16.1	—	—
<b>Personal care and service occupations</b> .....	9.52	13.1	—	—	8.15	16.0
Level 2 .....	8.14	16.2	—	—	8.14	16.2

See footnotes at end of table.

Table 3. Private industry workers: Mean hourly earnings<sup>1</sup> for full-time and part-time workers<sup>2</sup> by work levels<sup>3</sup>, Rockford, IL, April 2007 — Continued

Occupation <sup>4</sup> and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)
<b>Sales and related occupations</b> .....	\$15.22	8.9	\$18.78	9.1	\$8.04	10.4
Level 2 .....	8.17	9.6	—	—	7.32	6.4
Level 3 .....	9.61	3.4	10.53	2.0	—	—
Level 5 .....	14.56	3.4	15.16	2.6	—	—
First-line supervisors/managers, sales workers .....	22.37	9.0	22.95	10.7	—	—
Retail sales workers .....	9.67	13.9	11.80	10.8	7.93	11.3
Level 2 .....	8.17	9.6	—	—	7.32	6.4
Level 3 .....	9.79	3.5	11.13	2.6	—	—
Cashiers, all workers .....	7.91	7.4	—	—	7.31	5.1
Level 2 .....	8.80	2.2	—	—	—	—
Cashiers .....	7.91	7.4	—	—	7.31	5.1
Level 2 .....	8.80	2.2	—	—	—	—
Retail salespersons .....	10.52	17.6	13.56	12.9	8.44	15.2
Level 3 .....	9.36	2.6	—	—	—	—
Sales representatives, wholesale and manufacturing .....	23.66	20.6	25.70	25.3	—	—
Sales representatives, wholesale and manufacturing, except technical and scientific products .....	19.73	19.3	—	—	—	—
<b>Office and administrative support occupations</b> .....	13.73	2.7	14.25	2.8	10.42	7.3
Level 1 .....	8.59	2.8	—	—	8.23	3.1
Level 2 .....	11.04	3.6	11.12	3.7	10.68	6.7
Level 3 .....	11.61	5.2	11.49	6.3	12.12	9.6
Level 4 .....	13.36	3.5	13.41	3.5	—	—
Level 5 .....	17.89	5.9	18.24	5.8	—	—
Level 6 .....	17.50	4.6	17.50	4.6	—	—
Financial clerks .....	12.86	6.8	13.11	7.0	—	—
Level 4 .....	11.95	8.9	12.02	9.0	—	—
Bookkeeping, accounting, and auditing clerks .....	13.59	9.5	14.14	9.5	—	—
Level 4 .....	12.84	5.2	12.98	5.0	—	—
Tellers .....	10.64	3.0	—	—	—	—
Customer service representatives .....	14.19	10.3	14.19	10.3	—	—
Receptionists and information clerks .....	11.92	4.9	11.91	3.1	—	—
Level 3 .....	12.10	9.7	—	—	—	—
Stock clerks and order fillers .....	10.16	9.2	—	—	8.50	.5
Secretaries and administrative assistants .....	16.72	10.0	16.63	10.4	—	—
Level 5 .....	18.11	5.9	18.05	6.5	—	—
Office clerks, general .....	12.87	5.5	13.40	7.3	—	—
Level 4 .....	16.15	8.9	16.15	8.9	—	—
<b>Construction and extraction occupations</b> .....	24.97	9.0	24.97	9.0	—	—
Level 7 .....	29.28	.7	29.28	.7	—	—
<b>Installation, maintenance, and repair occupations</b> .....	20.14	10.4	20.19	10.6	—	—
Level 7 .....	25.17	10.0	25.17	10.0	—	—
First-line supervisors/managers of mechanics, installers, and repairers .....	32.45	10.1	—	—	—	—
Automotive technicians and repairers .....	13.62	21.8	13.62	21.8	—	—
Industrial machinery installation, repair, and maintenance workers .....	22.14	8.1	22.14	8.1	—	—
Level 7 .....	25.93	4.5	25.93	4.5	—	—
Industrial machinery mechanics .....	23.90	6.9	23.90	6.9	—	—
Level 7 .....	26.35	4.1	26.35	4.1	—	—
<b>Production occupations</b> .....	15.69	3.2	15.81	3.6	12.01	16.7
Level 1 .....	10.44	5.6	10.67	5.7	—	—
Level 2 .....	10.31	1.5	10.27	2.0	—	—
Level 3 .....	17.72	12.3	17.62	13.5	—	—
Level 4 .....	16.92	4.9	16.92	4.9	—	—
Level 5 .....	16.24	1.8	16.55	.3	—	—
Level 6 .....	17.99	7.5	17.99	7.5	—	—
Level 7 .....	21.16	4.9	21.16	4.9	—	—
First-line supervisors/managers of production and operating workers .....	24.90	14.8	24.90	14.8	—	—
Electrical, electronics, and electromechanical assemblers .....	12.57	5.1	12.57	5.1	—	—

See footnotes at end of table.

Table 3. Private industry workers: Mean hourly earnings<sup>1</sup> for full-time and part-time workers<sup>2</sup> by work levels<sup>3</sup>, Rockford, IL, April 2007 — Continued

Occupation <sup>4</sup> and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)
Electrical, electronics, and electromechanical assemblers—Continued						
Level 3 .....	\$11.27	2.6	\$11.27	2.6	—	—
Electrical and electronic equipment assemblers .....	12.39	7.6	12.39	7.6	—	—
Miscellaneous assemblers and fabricators .....	18.97	10.2	18.88	10.7	—	—
Level 2 .....	11.01	13.7	11.01	13.7	—	—
Level 4 .....	22.67	18.5	22.67	18.5	—	—
Computer control programmers and operators .....	17.19	12.0	17.19	12.0	—	—
Computer-controlled machine tool operators, metal and plastic .....	17.19	12.0	17.19	12.0	—	—
Forming machine setters, operators, and tenders, metal and plastic .....	14.44	14.2	14.44	14.2	—	—
Forging machine setters, operators, and tenders, metal and plastic .....	17.22	4.8	17.22	4.8	—	—
Machine tool cutting setters, operators, and tenders, metal and plastic .....	13.58	6.5	13.58	6.5	—	—
Level 3 .....	12.01	9.9	12.01	9.9	—	—
Level 5 .....	15.04	9.6	15.04	9.6	—	—
Cutting, punching, and press machine setters, operators, and tenders, metal and plastic .....	11.30	10.9	11.30	10.9	—	—
Grinding, lapping, polishing, and buffing machine tool setters, operators, and tenders, metal and plastic ..	11.60	7.1	11.60	7.1	—	—
Lathe and turning machine tool setters, operators, and tenders, metal and plastic .....	16.37	8.2	16.37	8.2	—	—
Machinists .....	18.50	5.1	18.50	5.1	—	—
Welding, soldering, and brazing workers .....	16.11	7.0	16.11	7.0	—	—
Welders, cutters, solderers, and brazers .....	14.98	3.9	14.98	3.9	—	—
Inspectors, testers, sorters, samplers, and weighers .....	14.75	2.9	14.75	2.9	—	—
Packaging and filling machine operators and tenders .....	15.51	10.7	15.51	10.7	—	—
Painting workers .....	11.38	1.8	11.38	1.8	—	—
Coating, painting, and spraying machine setters, operators, and tenders .....	11.38	1.8	11.38	1.8	—	—
Miscellaneous production workers .....	12.55	13.2	12.80	14.1	—	—

See footnotes at end of table.

Table 3. Private industry workers: Mean hourly earnings<sup>1</sup> for full-time and part-time workers<sup>2</sup> by work levels<sup>3</sup>, Rockford, IL, April 2007 — Continued

Occupation <sup>4</sup> and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)
Miscellaneous production workers—Continued						
Level 1 .....	\$10.10	3.5	\$10.38	3.1	—	—
Helpers--production workers .....	11.41	7.6	11.71	7.5	—	—
<b>Transportation and material moving occupations .....</b>	<b>12.84</b>	<b>7.7</b>	<b>13.74</b>	<b>8.6</b>	<b>\$8.73</b>	<b>7.6</b>
Level 1 .....	9.86	7.4	10.54	10.6	8.66	8.2
Level 2 .....	13.16	12.3	13.42	12.0	—	—
Level 3 .....	16.57	21.8	16.57	21.8	—	—
Level 4 .....	18.39	13.9	18.39	13.9	—	—
Driver/sales workers and truck drivers .....	14.63	7.2	15.63	6.9	—	—
Level 4 .....	18.53	18.1	18.53	18.1	—	—
Truck drivers, heavy and tractor-trailer .....	15.62	9.6	15.62	9.6	—	—
Industrial truck and tractor operators .....	13.41	3.0	13.41	3.0	—	—
Level 2 .....	12.74	2.1	12.74	2.1	—	—
Laborers and material movers, hand .....	11.11	10.0	12.00	12.0	8.17	8.6
Level 1 .....	9.09	6.9	9.63	8.6	8.03	8.2
Level 2 .....	16.56	26.3	16.68	27.1	—	—
Level 3 .....	12.52	7.7	12.52	7.7	—	—
Laborers and freight, stock, and material movers, hand .....	12.18	16.0	15.66	17.9	8.13	8.5
Level 1 .....	9.50	10.7	11.90	9.9	7.99	8.0
Machine feeders and offbearers .....	10.73	12.7	10.73	12.7	—	—
Level 1 .....	9.44	13.2	9.44	13.2	—	—
Packers and packagers, hand .....	9.92	8.4	9.92	8.4	—	—
Level 1 .....	8.27	5.8	8.27	5.8	—	—

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

<sup>2</sup> 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.

<sup>3</sup> 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.

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

<sup>5</sup> 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. Overall occupational groups may include data for categories not shown separately.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 4. **State and local government workers: Mean hourly earnings<sup>1</sup> for full-time and part-time workers<sup>2</sup> by work levels<sup>3</sup>, Rockford, IL, April 2007**

Occupation <sup>4</sup> and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)
<b>All workers</b> .....	\$23.62	5.0	\$24.44	3.2	\$15.59	19.4
<b>Management occupations</b> .....	40.01	7.4	–	–	–	–
<b>Education, training, and library occupations</b> .....	31.13	11.2	32.31	9.5	–	–
Level 9 .....	42.56	4.8	42.56	4.8	–	–
Primary, secondary, and special education school teachers .....	39.84	1.6	42.13	3.3	–	–
Level 9 .....	42.56	4.8	42.56	4.8	–	–
Elementary and middle school teachers .....	41.48	2.6	45.88	4.2	–	–
Level 9 .....	45.88	4.2	45.88	4.2	–	–
Elementary school teachers, except special education .....	42.79	4.0	–	–	–	–
<b>Office and administrative support occupations</b> .....	13.15	8.9	13.61	7.5	–	–

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

<sup>2</sup> 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.

<sup>3</sup> 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.

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

<sup>5</sup> 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. Overall occupational groups may include data for categories not shown separately.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 5. Combined work levels<sup>1</sup> for civilian workers: Mean hourly earnings<sup>2</sup> for full-time and part-time workers<sup>3</sup>, Rockford, IL, April 2007

Occupation <sup>4</sup> and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)
<b>All workers</b> .....	\$18.53	3.3	\$19.73	3.1	\$11.20	14.4
<b>Management occupations</b> .....	34.88	6.2	34.74	6.3	—	—
Group III .....	34.40	8.0	—	—	—	—
Financial managers .....	33.39	5.2	33.39	5.2	—	—
<b>Business and financial operations occupations</b> .....	22.26	4.7	22.26	4.7	—	—
Group II .....	18.44	4.5	—	—	—	—
Group III .....	25.30	8.1	—	—	—	—
<b>Architecture and engineering occupations</b> .....	33.60	4.0	33.60	4.0	—	—
Group II .....	25.18	.6	—	—	—	—
Group III .....	35.58	3.1	—	—	—	—
Engineers .....	34.93	3.5	34.93	3.5	—	—
Group III .....	35.58	3.1	—	—	—	—
Mechanical engineers .....	32.50	6.7	32.50	6.7	—	—
Group III .....	33.80	4.9	33.80	4.9	—	—
Engineering technicians, except drafters .....	24.58	10.9	24.58	10.9	—	—
Group II .....	24.58	10.9	—	—	—	—
<b>Community and social services occupations</b> .....	15.55	17.9	—	—	—	—
Group II .....	15.55	17.9	—	—	—	—
<b>Education, training, and library occupations</b> .....	30.19	10.3	31.37	9.0	13.02	4.1
Group I .....	10.79	1.1	—	—	—	—
Group II .....	19.13	11.7	—	—	—	—
Group III .....	41.44	3.5	—	—	—	—
Primary, secondary, and special education school teachers .....	36.93	7.4	38.92	7.2	—	—
Group II .....	19.78	9.9	—	—	—	—
Group III .....	42.56	4.8	—	—	—	—
Elementary and middle school teachers .....	36.62	10.6	39.76	11.8	—	—
Group II .....	19.46	12.9	—	—	—	—
Group III .....	45.88	4.2	—	—	—	—
Elementary school teachers, except special education .....	36.93	12.2	—	—	—	—
Group II .....	19.46	12.9	—	—	—	—
<b>Arts, design, entertainment, sports, and media occupations</b> .....	16.16	12.4	16.08	13.4	—	—
<b>Healthcare practitioner and technical occupations</b> .....	32.95	10.7	32.52	10.6	34.28	16.4
Group II .....	23.16	3.0	—	—	—	—
Registered nurses .....	34.02	15.9	31.26	15.6	—	—
Group II .....	24.86	8.0	—	—	—	—
Group III .....	—	—	31.45	16.3	—	—
Licensed practical and licensed vocational nurses .....	19.56	.7	—	—	—	—
Group II .....	19.73	1.5	—	—	—	—
<b>Healthcare support occupations</b> .....	12.30	6.4	12.44	7.5	11.30	4.1
Group I .....	12.36	6.6	—	—	—	—
Group II .....	12.09	9.5	—	—	—	—
Nursing, psychiatric, and home health aides .....	10.59	3.7	10.65	4.8	—	—
Group I .....	10.45	3.1	—	—	—	—
Nursing aides, orderlies, and attendants .....	10.45	3.1	10.48	4.0	—	—
Group I .....	10.45	3.1	10.48	4.0	—	—
Miscellaneous healthcare support occupations .....	14.55	6.1	14.64	5.7	—	—
Group I .....	14.92	7.9	—	—	—	—
<b>Protective service occupations</b> .....	15.45	16.3	16.45	16.8	—	—
<b>Food preparation and serving related occupations</b> .....	8.29	3.5	10.33	7.7	6.90	6.2
Group I .....	7.26	3.4	—	—	—	—
Food service, tipped .....	5.37	21.6	—	—	5.85	20.1
Group I .....	5.37	21.6	—	—	—	—
Waiters and waitresses .....	4.77	9.5	—	—	5.13	10.3

See footnotes at end of table.



Table 5. **Combined work levels<sup>1</sup> for civilian workers: Mean hourly earnings<sup>2</sup> for full-time and part-time workers<sup>3</sup>, Rockford, IL, April 2007 — Continued**

Occupation <sup>4</sup> and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)
Waiters and waitresses —Continued						
Group I .....	\$4.77	9.5	—	—	\$5.13	10.3
Fast food and counter workers .....	7.30	2.7	—	—	7.01	.5
Group I .....	7.30	2.7	—	—	—	—
Combined food preparation and serving workers, including fast food .....	7.30	2.7	—	—	7.02	.5
Group I .....	7.30	2.7	—	—	7.02	.5
<b>Building and grounds cleaning and maintenance occupations</b> .....	10.54	7.6	\$12.04	10.9	7.00	3.2
Group I .....	10.57	8.0	—	—	—	—
Building cleaning workers .....	10.83	7.8	12.25	11.7	—	—
Group I .....	10.83	7.8	—	—	—	—
Janitors and cleaners, except maids and housekeeping cleaners .....	12.02	11.8	12.56	16.1	—	—
Group I .....	12.02	11.8	12.56	16.1	—	—
Maids and housekeeping cleaners .....	9.38	13.1	—	—	—	—
Group I .....	9.38	13.1	—	—	—	—
<b>Personal care and service occupations</b> .....	9.52	11.9	—	—	8.15	16.0
Group I .....	8.25	6.5	—	—	—	—
<b>Sales and related occupations</b> .....	15.22	8.9	18.78	9.1	8.04	10.4
Group I .....	9.14	9.9	—	—	—	—
Group II .....	18.91	13.5	—	—	—	—
Group III .....	39.89	8.4	—	—	—	—
First-line supervisors/managers, sales workers .....	22.37	9.0	22.95	10.7	—	—
Retail sales workers .....	9.67	13.9	11.80	10.8	7.93	11.3
Group I .....	9.19	10.9	—	—	—	—
Cashiers, all workers .....	7.91	7.4	—	—	7.31	5.1
Group I .....	7.91	7.4	—	—	—	—
Cashiers .....	7.91	7.4	—	—	7.31	5.1
Group I .....	7.91	7.4	—	—	7.31	5.1
Retail salespersons .....	10.52	17.6	13.56	12.9	8.44	15.2
Group I .....	9.66	13.6	—	—	8.44	15.2
Sales representatives, wholesale and manufacturing .....	23.66	20.6	25.70	25.3	—	—
Sales representatives, wholesale and manufacturing, except technical and scientific products .....	19.73	19.3	—	—	—	—
<b>Office and administrative support occupations</b> .....	13.68	2.6	14.19	2.7	10.33	6.5
Group I .....	11.85	2.1	—	—	—	—
Group II .....	18.29	4.1	—	—	—	—
First-line supervisors/managers of office and administrative support workers .....	20.76	9.4	20.76	9.4	—	—
Financial clerks .....	12.73	6.4	12.94	6.6	—	—
Group I .....	11.77	2.6	—	—	—	—
Bookkeeping, accounting, and auditing clerks .....	13.23	8.5	13.64	8.7	—	—
Group I .....	12.55	3.3	12.63	3.4	—	—
Tellers .....	10.64	3.0	—	—	—	—
Group I .....	10.64	3.0	—	—	—	—
Customer service representatives .....	14.19	10.3	14.19	10.3	—	—
Group II .....	17.13	10.4	17.13	10.4	—	—
Receptionists and information clerks .....	11.72	4.6	11.66	3.6	—	—
Group I .....	11.72	4.6	11.66	3.6	—	—
Stock clerks and order fillers .....	10.16	9.2	—	—	8.50	.5
Group I .....	10.16	9.2	—	—	8.50	.5
Secretaries and administrative assistants .....	16.25	9.8	16.15	10.1	—	—
Group II .....	19.04	5.1	—	—	—	—
Office clerks, general .....	13.09	5.3	13.58	6.2	10.24	6.4
Group I .....	12.00	4.6	12.40	6.3	10.24	6.4
<b>Construction and extraction occupations</b> .....	23.94	8.3	24.38	8.4	—	—
Group I .....	13.07	7.9	—	—	—	—
Group II .....	28.80	2.1	—	—	—	—
<b>Installation, maintenance, and repair occupations</b> .....	20.14	10.4	20.19	10.6	—	—

See footnotes at end of table.

Table 5. **Combined work levels<sup>1</sup> for civilian workers: Mean hourly earnings<sup>2</sup> for full-time and part-time workers<sup>3</sup>, Rockford, IL, April 2007 — Continued**

Occupation <sup>4</sup> and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)
<b>Installation, maintenance, and repair occupations</b>						
–Continued						
Group I .....	\$10.78	8.0	–	–	–	–
Group II .....	22.25	8.4	–	–	–	–
First-line supervisors/managers of mechanics, installers, and repairers .....	32.45	10.1	–	–	–	–
Automotive technicians and repairers .....	13.62	21.8	\$13.62	21.8	–	–
Industrial machinery installation, repair, and maintenance workers .....	22.14	8.1	22.14	8.1	–	–
Group II .....	22.27	8.2	–	–	–	–
Industrial machinery mechanics .....	23.90	6.9	23.90	6.9	–	–
Group II .....	24.10	6.3	24.10	6.3	–	–
<b>Production occupations</b> .....	15.64	3.2	15.76	3.6	\$12.01	16.7
Group I .....	14.58	5.4	–	–	–	–
Group II .....	18.16	2.1	–	–	–	–
First-line supervisors/managers of production and operating workers .....	24.90	14.8	24.90	14.8	–	–
Group II .....	22.53	11.2	22.53	11.2	–	–
Electrical, electronics, and electromechanical assemblers .....	12.57	5.1	12.57	5.1	–	–
Group I .....	12.14	5.5	–	–	–	–
Electrical and electronic equipment assemblers .....	12.39	7.6	12.39	7.6	–	–
Group I .....	12.39	7.6	12.39	7.6	–	–
Miscellaneous assemblers and fabricators .....	18.97	10.2	18.88	10.7	–	–
Computer control programmers and operators .....	17.19	12.0	17.19	12.0	–	–
Group II .....	17.56	12.0	–	–	–	–
Computer-controlled machine tool operators, metal and plastic .....	17.19	12.0	17.19	12.0	–	–
Group II .....	17.56	12.0	17.56	12.0	–	–
Forming machine setters, operators, and tenders, metal and plastic .....	14.44	14.2	14.44	14.2	–	–
Forging machine setters, operators, and tenders, metal and plastic .....	17.22	4.8	17.22	4.8	–	–
Machine tool cutting setters, operators, and tenders, metal and plastic .....	13.58	6.5	13.58	6.5	–	–
Group I .....	13.05	10.1	–	–	–	–
Group II .....	15.18	8.9	–	–	–	–
Cutting, punching, and press machine setters, operators, and tenders, metal and plastic .....	11.30	10.9	11.30	10.9	–	–
Group I .....	10.44	7.7	10.44	7.7	–	–
Grinding, lapping, polishing, and buffing machine tool setters, operators, and tenders, metal and plastic ..	11.60	7.1	11.60	7.1	–	–
Group I .....	11.60	7.1	11.60	7.1	–	–
Lathe and turning machine tool setters, operators, and tenders, metal and plastic .....	16.37	8.2	16.37	8.2	–	–
Machinists .....	18.50	5.1	18.50	5.1	–	–
Group II .....	18.50	5.1	18.50	5.1	–	–
Welding, soldering, and brazing workers .....	16.11	7.0	16.11	7.0	–	–
Welders, cutters, solderers, and brazers .....	14.98	3.9	14.98	3.9	–	–
Inspectors, testers, sorters, samplers, and weighers .....	14.75	2.9	14.75	2.9	–	–
Group I .....	12.68	2.3	12.68	2.3	–	–
Group II .....	19.97	9.9	19.97	9.9	–	–
Packaging and filling machine operators and tenders .....	15.51	10.7	15.51	10.7	–	–
Painting workers .....	11.38	1.8	11.38	1.8	–	–
Group I .....	11.38	1.8	–	–	–	–
Coating, painting, and spraying machine setters, operators, and tenders .....	11.38	1.8	11.38	1.8	–	–
Group I .....	11.38	1.8	11.38	1.8	–	–
Miscellaneous production workers .....	12.55	13.2	12.80	14.1	–	–
Group I .....	12.38	12.6	–	–	–	–
Helpers--production workers .....	11.41	7.6	11.71	7.5	–	–
Group I .....	11.41	7.6	11.71	7.5	–	–
<b>Transportation and material moving occupations</b> .....	12.87	7.5	13.75	8.3	8.80	7.7

See footnotes at end of table.

Table 5. **Combined work levels<sup>1</sup> for civilian workers: Mean hourly earnings<sup>2</sup> for full-time and part-time workers<sup>3</sup>, Rockford, IL, April 2007 — Continued**

Occupation <sup>4</sup> and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)
<b>Transportation and material moving occupations</b> —Continued						
Group I .....	\$12.68	7.9	—	—	—	—
Driver/sales workers and truck drivers .....	14.63	7.2	\$15.63	6.9	—	—
Group I .....	14.63	7.2	—	—	—	—
Truck drivers, heavy and tractor-trailer .....	15.62	9.6	15.62	9.6	—	—
Group I .....	15.62	9.6	15.62	9.6	—	—
Industrial truck and tractor operators .....	13.41	3.0	13.41	3.0	—	—
Group I .....	13.34	3.8	13.34	3.8	—	—
Laborers and material movers, hand .....	11.11	10.0	12.00	12.0	\$8.17	8.6
Group I .....	11.03	10.8	—	—	—	—
Laborers and freight, stock, and material movers, hand .....	12.18	16.0	15.66	17.9	8.13	8.5
Group I .....	12.06	17.8	15.75	18.9	8.13	8.5
Machine feeders and offbearers .....	10.73	12.7	10.73	12.7	—	—
Group I .....	10.73	12.7	10.73	12.7	—	—
Packers and packagers, hand .....	9.92	8.4	9.92	8.4	—	—
Group I .....	9.92	8.4	9.92	8.4	—	—

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

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

<sup>3</sup> 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.

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

<sup>5</sup> 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. Overall occupational groups may include data for categories not shown separately.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 6. Civilian workers: Hourly wage percentiles<sup>1</sup>, Rockford, IL, April 2007

Occupation <sup>2</sup>	10	25	Median 50	75	90
<b>All workers</b> .....	\$7.73	\$10.33	\$14.83	\$22.81	\$33.70
<b>Management occupations</b> .....	24.04	28.31	35.65	41.48	48.08
Financial managers .....	26.00	30.71	35.65	35.65	35.65
<b>Business and financial operations occupations</b> .....	16.25	19.07	20.07	23.08	29.62
<b>Architecture and engineering occupations</b> .....	23.74	27.93	31.13	38.10	48.53
Engineers .....	24.55	30.13	32.76	39.63	49.04
Mechanical engineers .....	27.93	29.78	31.13	35.67	39.42
Engineering technicians, except drafters .....	16.58	22.91	24.04	27.86	31.78
<b>Community and social services occupations</b> .....	9.72	10.00	13.78	20.45	21.08
<b>Education, training, and library occupations</b> .....	9.56	13.00	27.62	41.49	53.78
Primary, secondary, and special education school teachers .....	19.25	24.50	34.56	48.28	57.44
Elementary and middle school teachers .....	14.11	23.67	32.09	51.03	65.37
Elementary school teachers, except special education .....	12.83	23.46	32.31	51.46	66.95
<b>Arts, design, entertainment, sports, and media occupations</b> .....	11.23	11.23	14.46	16.59	30.60
<b>Healthcare practitioner and technical occupations</b> .....	16.16	20.64	26.73	43.00	45.00
Registered nurses .....	21.50	24.73	31.55	45.00	45.00
Licensed practical and licensed vocational nurses .....	17.02	18.48	19.85	20.64	21.81
<b>Healthcare support occupations</b> .....	9.38	10.08	11.55	14.11	16.00
Nursing, psychiatric, and home health aides .....	8.90	9.73	10.25	11.26	12.40
Nursing aides, orderlies, and attendants .....	8.90	9.73	10.25	11.15	12.32
Miscellaneous healthcare support occupations .....	11.57	13.26	14.11	16.00	18.75
<b>Protective service occupations</b> .....	7.28	10.00	15.56	20.00	23.51
<b>Food preparation and serving related occupations</b> .....	3.90	6.50	7.25	9.50	11.00
Food service, tipped .....	3.90	3.90	3.90	7.00	8.75
Waiters and waitresses .....	3.90	3.90	3.90	3.90	7.25
Fast food and counter workers .....	6.38	6.50	6.95	7.75	9.00
Combined food preparation and serving workers, including fast food .....	6.38	6.50	6.95	8.00	9.00
<b>Building and grounds cleaning and maintenance occupations</b> .....	6.50	7.50	9.50	11.78	16.83
Building cleaning workers .....	6.50	7.60	9.50	11.90	16.83
Janitors and cleaners, except maids and housekeeping cleaners .....	7.50	9.00	10.00	16.15	20.52
Maids and housekeeping cleaners .....	6.50	6.68	8.55	11.36	11.90
<b>Personal care and service occupations</b> .....	6.85	7.50	8.50	12.26	14.78
<b>Sales and related occupations</b> .....	7.00	8.24	11.79	17.25	30.30
First-line supervisors/managers, sales workers .....	14.40	17.25	17.25	20.19	42.22
Retail sales workers .....	6.50	7.25	9.00	11.79	14.50
Cashiers, all workers .....	6.50	7.00	7.57	8.00	9.50
Cashiers .....	6.50	7.00	7.57	8.00	9.50
Retail salespersons .....	6.50	7.50	9.00	12.99	15.73
Sales representatives, wholesale and manufacturing .....	9.56	14.11	16.66	36.28	41.51
Sales representatives, wholesale and manufacturing, except technical and scientific products .....	9.56	14.11	16.16	16.66	41.51
<b>Office and administrative support occupations</b> .....	8.50	10.50	12.80	16.51	20.08
First-line supervisors/managers of office and administrative support workers .....	12.99	16.54	21.78	24.51	28.14
Financial clerks .....	9.40	10.87	11.50	13.95	18.69
Bookkeeping, accounting, and auditing clerks .....	9.59	11.33	12.99	14.00	20.80
Tellers .....	8.44	9.36	10.87	11.29	12.50
Customer service representatives .....	9.25	11.12	13.00	16.42	17.51
Receptionists and information clerks .....	9.00	10.00	11.89	12.80	13.25
Stock clerks and order fillers .....	7.50	7.95	9.22	12.00	15.05

See footnotes at end of table.

Table 6. **Civilian workers: Hourly wage percentiles<sup>1</sup>, Rockford, IL, April 2007** — Continued

Occupation <sup>2</sup>	10	25	Median 50	75	90
Secretaries and administrative assistants .....	\$9.82	\$12.73	\$15.80	\$19.50	\$21.47
Office clerks, general .....	7.69	10.00	12.55	16.04	18.82
<b>Construction and extraction occupations</b> .....	11.25	16.50	26.61	30.23	33.70
<b>Installation, maintenance, and repair occupations</b> .....	11.25	14.00	19.05	22.23	33.92
First-line supervisors/managers of mechanics, installers, and repairers .....	16.50	31.14	31.30	37.45	40.87
Automotive technicians and repairers .....	9.00	9.00	11.25	19.05	19.05
Industrial machinery installation, repair, and maintenance workers .....	13.30	17.33	21.15	23.95	33.92
Industrial machinery mechanics .....	16.63	20.82	22.23	28.79	33.92
<b>Production occupations</b> .....	9.25	11.11	14.00	18.90	25.00
First-line supervisors/managers of production and operating workers .....	15.88	16.30	25.00	27.00	41.04
Electrical, electronics, and electromechanical assemblers .....	9.50	10.90	12.00	13.95	16.96
Electrical and electronic equipment assemblers .....	9.32	10.20	12.00	14.51	15.69
Miscellaneous assemblers and fabricators .....	10.41	11.77	15.33	29.11	29.11
Computer control programmers and operators .....	10.67	14.00	16.95	19.38	22.00
Computer-controlled machine tool operators, metal and plastic .....	10.67	14.00	16.95	19.38	22.00
Forming machine setters, operators, and tenders, metal and plastic .....	8.75	8.75	15.50	19.46	22.17
Forging machine setters, operators, and tenders, metal and plastic .....	9.09	15.50	17.10	19.46	22.17
Machine tool cutting setters, operators, and tenders, metal and plastic .....	9.25	10.00	11.72	18.12	18.90
Cutting, punching, and press machine setters, operators, and tenders, metal and plastic .....	9.00	9.00	10.00	12.59	15.59
Grinding, lapping, polishing, and buffing machine tool setters, operators, and tenders, metal and plastic ..	9.88	10.50	10.55	11.10	16.37
Lathe and turning machine tool setters, operators, and tenders, metal and plastic .....	12.00	13.50	16.25	18.13	20.34
Machinists .....	13.33	16.00	18.36	21.08	23.23
Welding, soldering, and brazing workers .....	12.95	13.73	15.50	18.57	20.27
Welders, cutters, solderers, and brazers .....	12.62	13.39	14.64	16.19	17.89
Inspectors, testers, sorters, samplers, and weighers .....	10.71	11.01	12.77	16.40	24.50
Packaging and filling machine operators and tenders .....	12.02	12.02	14.70	20.22	20.70
Painting workers .....	9.79	10.77	11.00	11.57	13.52
Coating, painting, and spraying machine setters, operators, and tenders .....	9.79	10.77	11.00	11.57	13.52
Miscellaneous production workers .....	8.25	10.00	11.83	13.71	20.95
Helpers--production workers .....	9.00	10.00	11.70	13.58	13.58
<b>Transportation and material moving occupations</b> .....	7.00	8.00	11.80	15.00	21.00
Driver/sales workers and truck drivers .....	7.25	12.50	14.80	16.00	27.00
Truck drivers, heavy and tractor-trailer .....	12.50	12.50	14.80	16.00	16.95
Industrial truck and tractor operators .....	10.27	11.80	12.76	15.00	16.80
Laborers and material movers, hand .....	7.00	7.50	9.50	13.60	15.72
Laborers and freight, stock, and material movers, hand .....	6.50	7.50	9.91	14.77	20.70
Machine feeders and offbearers .....	7.35	7.35	11.48	14.00	14.00
Packers and packagers, hand .....	7.00	7.25	8.50	10.88	14.83

<sup>1</sup> 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.

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 7. Private industry workers: Hourly wage percentiles<sup>1</sup>, Rockford, IL, April 2007

Occupation <sup>2</sup>	10	25	Median 50	75	90
<b>All workers</b> .....	\$7.65	\$10.25	\$14.78	\$22.00	\$31.50
<b>Management occupations</b> .....	24.04	26.00	33.84	39.29	44.20
Financial managers .....	26.00	30.71	35.65	35.65	35.65
<b>Business and financial operations occupations</b> .....	16.25	19.07	20.07	26.10	29.62
<b>Architecture and engineering occupations</b> .....	23.74	27.93	31.13	38.10	48.53
Engineers .....	24.55	30.13	32.76	39.63	49.04
Mechanical engineers .....	27.93	29.78	31.13	35.67	39.42
Engineering technicians, except drafters .....	16.58	22.91	24.04	27.86	31.78
<b>Arts, design, entertainment, sports, and media occupations</b> .....	11.23	11.23	14.46	16.56	30.60
<b>Healthcare practitioner and technical occupations</b> .....	16.16	20.64	26.73	43.00	45.00
Registered nurses .....	21.47	24.53	31.55	45.00	45.00
Licensed practical and licensed vocational nurses .....	17.02	18.48	19.85	20.64	21.81
<b>Healthcare support occupations</b> .....	9.38	10.03	11.55	14.11	16.00
Nursing, psychiatric, and home health aides .....	8.90	9.73	10.25	11.15	12.32
Nursing aides, orderlies, and attendants .....	8.90	9.73	10.25	11.15	12.32
Miscellaneous healthcare support occupations .....	11.57	13.26	14.11	16.00	18.75
<b>Food preparation and serving related occupations</b> .....	3.90	6.50	7.25	9.28	11.00
Food service, tipped .....	3.90	3.90	3.90	7.00	8.75
Waiters and waitresses .....	3.90	3.90	3.90	3.90	7.25
Fast food and counter workers .....	6.38	6.50	6.95	7.75	9.00
Combined food preparation and serving workers, including fast food .....	6.38	6.50	6.95	8.00	9.00
<b>Building and grounds cleaning and maintenance occupations</b> .....	6.50	7.50	9.50	11.00	16.69
Building cleaning workers .....	6.50	7.60	9.50	11.36	16.69
Janitors and cleaners, except maids and housekeeping cleaners .....	7.81	9.43	10.45	16.69	20.52
<b>Personal care and service occupations</b> .....	6.50	7.50	8.45	12.26	14.78
<b>Sales and related occupations</b> .....	7.00	8.24	11.79	17.25	30.30
First-line supervisors/managers, sales workers .....	14.40	17.25	17.25	20.19	42.22
Retail sales workers .....	6.50	7.25	9.00	11.79	14.50
Cashiers, all workers .....	6.50	7.00	7.57	8.00	9.50
Cashiers .....	6.50	7.00	7.57	8.00	9.50
Retail salespersons .....	6.50	7.50	9.00	12.99	15.73
Sales representatives, wholesale and manufacturing .....	9.56	14.11	16.66	36.28	41.51
Sales representatives, wholesale and manufacturing, except technical and scientific products .....	9.56	14.11	16.16	16.66	41.51
<b>Office and administrative support occupations</b> .....	8.44	10.50	12.98	16.72	20.69
Financial clerks .....	9.40	10.74	11.77	14.00	20.80
Bookkeeping, accounting, and auditing clerks .....	9.40	11.33	13.00	14.50	20.80
Tellers .....	8.44	9.36	10.87	11.29	12.50
Customer service representatives .....	9.25	11.12	13.00	16.42	17.51
Receptionists and information clerks .....	9.00	10.64	11.89	12.80	13.25
Stock clerks and order fillers .....	7.50	7.95	9.22	12.00	15.05
Secretaries and administrative assistants .....	9.97	13.46	18.36	19.50	21.47
Office clerks, general .....	7.69	8.50	12.00	14.95	18.82
<b>Construction and extraction occupations</b> .....	12.99	17.50	27.08	30.23	33.70
<b>Installation, maintenance, and repair occupations</b> .....	11.25	14.00	19.05	22.23	33.92
First-line supervisors/managers of mechanics, installers, and repairers .....	16.50	31.14	31.30	37.45	40.87
Automotive technicians and repairers .....	9.00	9.00	11.25	19.05	19.05
Industrial machinery installation, repair, and maintenance workers .....	13.30	17.33	21.15	23.95	33.92
Industrial machinery mechanics .....	16.63	20.82	22.23	28.79	33.92
<b>Production occupations</b> .....	9.25	11.11	14.10	18.90	25.00

See footnotes at end of table.

Table 7. Private industry workers: Hourly wage percentiles<sup>1</sup>, Rockford, IL, April 2007 — Continued

Occupation <sup>2</sup>	10	25	Median 50	75	90
First-line supervisors/managers of production and operating workers .....	\$15.88	\$16.30	\$25.00	\$27.00	\$41.04
Electrical, electronics, and electromechanical assemblers .....	9.50	10.90	12.00	13.95	16.96
Electrical and electronic equipment assemblers .....	9.32	10.20	12.00	14.51	15.69
Miscellaneous assemblers and fabricators .....	10.41	11.77	15.33	29.11	29.11
Computer control programmers and operators .....	10.67	14.00	16.95	19.38	22.00
Computer-controlled machine tool operators, metal and plastic .....	10.67	14.00	16.95	19.38	22.00
Forming machine setters, operators, and tenders, metal and plastic .....	8.75	8.75	15.50	19.46	22.17
Forging machine setters, operators, and tenders, metal and plastic .....	9.09	15.50	17.10	19.46	22.17
Machine tool cutting setters, operators, and tenders, metal and plastic .....	9.25	10.00	11.72	18.12	18.90
Cutting, punching, and press machine setters, operators, and tenders, metal and plastic .....	9.00	9.00	10.00	12.59	15.59
Grinding, lapping, polishing, and buffing machine tool setters, operators, and tenders, metal and plastic ..	9.88	10.50	10.55	11.10	16.37
Lathe and turning machine tool setters, operators, and tenders, metal and plastic .....	12.00	13.50	16.25	18.13	20.34
Machinists .....	13.33	16.00	18.36	21.08	23.23
Welding, soldering, and brazing workers .....	12.95	13.73	15.50	18.57	20.27
Welders, cutters, solderers, and brazers .....	12.62	13.39	14.64	16.19	17.89
Inspectors, testers, sorters, samplers, and weighers .....	10.71	11.01	12.77	16.40	24.50
Packaging and filling machine operators and tenders .....	12.02	12.02	14.70	20.22	20.70
Painting workers .....	9.79	10.77	11.00	11.57	13.52
Coating, painting, and spraying machine setters, operators, and tenders .....	9.79	10.77	11.00	11.57	13.52
Miscellaneous production workers .....	8.25	10.00	11.83	13.71	20.95
Helpers--production workers .....	9.00	10.00	11.70	13.58	13.58
<b>Transportation and material moving occupations .....</b>	<b>7.00</b>	<b>8.00</b>	<b>11.59</b>	<b>15.00</b>	<b>21.00</b>
Driver/sales workers and truck drivers .....	7.25	12.50	14.80	16.00	27.00
Truck drivers, heavy and tractor-trailer .....	12.50	12.50	14.80	16.00	16.95
Industrial truck and tractor operators .....	10.27	11.80	12.76	15.00	16.80
Laborers and material movers, hand .....	7.00	7.50	9.50	13.60	15.72
Laborers and freight, stock, and material movers, hand .....	6.50	7.50	9.91	14.77	20.70
Machine feeders and offbearers .....	7.35	7.35	11.48	14.00	14.00
Packers and packagers, hand .....	7.00	7.25	8.50	10.88	14.83

<sup>1</sup> 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.

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 8. State and local government workers: Hourly wage percentiles<sup>1</sup>, Rockford, IL, April 2007

Occupation <sup>2</sup>	10	25	Median 50	75	90
<b>All workers</b> .....	\$9.56	\$11.50	\$17.17	\$32.09	\$48.13
<b>Management occupations</b> .....	28.31	30.75	39.90	48.08	51.68
<b>Education, training, and library occupations</b> .....	9.03	12.11	30.35	44.80	55.77
Primary, secondary, and special education school teachers .....	22.87	28.55	38.42	51.10	60.61
Elementary and middle school teachers .....	12.84	28.55	40.00	54.27	71.71
Elementary school teachers, except special education .....	12.38	30.35	43.17	55.85	71.71
<b>Office and administrative support occupations</b> .....	9.91	10.50	12.55	16.04	17.43

<sup>1</sup> 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.

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.



Table 9. Full-time<sup>1</sup> civilian workers: Hourly wage percentiles<sup>2</sup>, Rockford, IL, April 2007

Occupation <sup>3</sup>	Full-time workers				
	10	25	Median 50	75	90
<b>All workers</b> .....	\$9.00	\$11.50	\$16.40	\$24.13	\$34.30
<b>Management occupations</b> .....	24.04	26.78	35.65	41.48	48.08
Financial managers .....	26.00	30.71	35.65	35.65	35.65
<b>Business and financial operations occupations</b> .....	16.25	19.07	20.07	23.08	29.62
<b>Architecture and engineering occupations</b> .....	23.74	27.93	31.13	38.10	48.53
Engineers .....	24.55	30.13	32.76	39.63	49.04
Mechanical engineers .....	27.93	29.78	31.13	35.67	39.42
Engineering technicians, except drafters .....	16.58	22.91	24.04	27.86	31.78
<b>Education, training, and library occupations</b> .....	9.30	13.91	28.97	42.55	54.27
Primary, secondary, and special education school teachers .....	23.46	26.43	36.06	49.51	59.03
Elementary and middle school teachers .....	21.59	25.65	35.72	52.61	66.95
<b>Arts, design, entertainment, sports, and media occupations</b> .....	11.23	11.23	14.46	16.56	30.60
<b>Healthcare practitioner and technical occupations</b> .....	16.11	19.31	25.77	35.07	57.84
Registered nurses .....	21.38	22.79	27.50	43.00	45.00
<b>Healthcare support occupations</b> .....	9.38	10.15	11.79	14.11	16.00
Nursing, psychiatric, and home health aides .....	8.78	9.53	10.30	11.50	12.64
Nursing aides, orderlies, and attendants .....	8.78	9.49	10.25	11.32	12.39
Miscellaneous healthcare support occupations .....	11.57	13.26	14.15	16.00	18.75
<b>Protective service occupations</b> .....	9.30	11.25	15.89	20.15	24.92
<b>Food preparation and serving related occupations</b> .....	3.90	8.00	9.50	10.36	19.23
<b>Building and grounds cleaning and maintenance occupations</b> .....	8.22	9.50	10.63	12.70	18.52
Building cleaning workers .....	7.81	9.43	11.00	16.15	20.52
Janitors and cleaners, except maids and housekeeping cleaners .....	7.81	9.43	11.00	16.69	20.52
<b>Sales and related occupations</b> .....	8.39	11.79	15.73	18.03	38.59
First-line supervisors/managers, sales workers .....	14.40	17.25	17.25	20.19	42.22
Retail sales workers .....	8.00	9.40	11.79	13.22	15.73
Retail salespersons .....	8.87	11.22	13.22	15.73	15.81
Sales representatives, wholesale and manufacturing .....	14.11	16.16	16.66	36.28	41.51
<b>Office and administrative support occupations</b> .....	9.59	11.19	13.18	16.83	20.80
First-line supervisors/managers of office and administrative support workers .....	12.99	16.54	21.78	24.51	28.14
Financial clerks .....	9.59	11.19	11.50	14.00	20.60
Bookkeeping, accounting, and auditing clerks .....	10.50	11.50	12.99	14.33	20.80
Customer service representatives .....	9.25	11.12	13.00	16.42	17.51
Receptionists and information clerks .....	9.91	10.00	11.89	12.80	13.25
Secretaries and administrative assistants .....	9.63	12.08	15.80	19.50	21.47
Office clerks, general .....	7.69	10.10	13.27	16.51	18.82
<b>Construction and extraction occupations</b> .....	12.30	17.50	27.08	30.23	33.70
<b>Installation, maintenance, and repair occupations</b> .....	11.25	14.00	19.05	22.23	33.92
Automotive technicians and repairers .....	9.00	9.00	11.25	19.05	19.05
Industrial machinery installation, repair, and maintenance workers .....	13.30	17.33	21.15	23.95	33.92
Industrial machinery mechanics .....	16.63	20.82	22.23	28.79	33.92
<b>Production occupations</b> .....	9.25	11.29	14.31	18.90	25.20
First-line supervisors/managers of production and operating workers .....	15.88	16.30	25.00	27.00	41.04
Electrical, electronics, and electromechanical assemblers .....	9.50	10.90	12.00	13.95	16.96
Electrical and electronic equipment assemblers .....	9.32	10.20	12.00	14.51	15.69

See footnotes at end of table.

Table 9. Full-time<sup>1</sup> civilian workers: Hourly wage percentiles<sup>2</sup>, Rockford, IL, April 2007 — Continued

Occupation <sup>3</sup>	Full-time workers				
	10	25	Median 50	75	90
Miscellaneous assemblers and fabricators .....	\$10.41	\$11.77	\$13.50	\$29.11	\$29.11
Computer control programmers and operators .....	10.67	14.00	16.95	19.38	22.00
Computer-controlled machine tool operators, metal and plastic .....	10.67	14.00	16.95	19.38	22.00
Forming machine setters, operators, and tenders, metal and plastic .....	8.75	8.75	15.50	19.46	22.17
Forging machine setters, operators, and tenders, metal and plastic .....	9.09	15.50	17.10	19.46	22.17
Machine tool cutting setters, operators, and tenders, metal and plastic .....	9.25	10.00	11.72	18.12	18.90
Cutting, punching, and press machine setters, operators, and tenders, metal and plastic .....	9.00	9.00	10.00	12.59	15.59
Grinding, lapping, polishing, and buffing machine tool setters, operators, and tenders, metal and plastic ..	9.88	10.50	10.55	11.10	16.37
Lathe and turning machine tool setters, operators, and tenders, metal and plastic .....	12.00	13.50	16.25	18.13	20.34
Machinists .....	13.33	16.00	18.36	21.08	23.23
Welding, soldering, and brazing workers .....	12.95	13.73	15.50	18.57	20.27
Welders, cutters, solderers, and brazers .....	12.62	13.39	14.64	16.19	17.89
Inspectors, testers, sorters, samplers, and weighers .....	10.71	11.01	12.77	16.40	24.50
Packaging and filling machine operators and tenders .....	12.02	12.02	14.70	20.22	20.70
Painting workers .....	9.79	10.77	11.00	11.57	13.52
Coating, painting, and spraying machine setters, operators, and tenders .....	9.79	10.77	11.00	11.57	13.52
Miscellaneous production workers .....	9.00	10.00	11.72	14.15	20.95
Helpers--production workers .....	9.65	10.50	11.70	13.58	14.31
<b>Transportation and material moving occupations .....</b>	<b>7.35</b>	<b>9.61</b>	<b>12.50</b>	<b>16.00</b>	<b>21.00</b>
Driver/sales workers and truck drivers .....	7.32	12.50	14.80	16.00	27.00
Truck drivers, heavy and tractor-trailer .....	12.50	12.50	14.80	16.00	16.95
Industrial truck and tractor operators .....	10.27	11.80	12.76	15.00	16.80
Laborers and material movers, hand .....	7.00	8.00	10.00	14.15	18.89
Laborers and freight, stock, and material movers, hand .....	9.00	10.00	14.66	20.07	28.71
Machine feeders and offbearers .....	7.35	7.35	11.48	14.00	14.00
Packers and packagers, hand .....	7.00	7.25	8.50	10.88	14.83

<sup>1</sup> 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.

<sup>2</sup> 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.

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 10. Part-time<sup>1</sup> civilian workers: Hourly wage percentiles<sup>2</sup>, Rockford, IL, April 2007

Occupation <sup>3</sup>	Part-time workers				
	10	25	Median 50	75	90
<b>All workers</b> .....	\$6.50	\$6.75	\$7.90	\$11.06	\$20.50
<b>Education, training, and library occupations</b> .....	10.00	10.97	12.11	13.99	17.00
<b>Healthcare practitioner and technical occupations</b> .....	19.92	21.81	43.00	45.00	45.00
<b>Healthcare support occupations</b> .....	9.54	10.00	10.42	13.20	13.97
<b>Food preparation and serving related occupations</b> .....	3.90	6.50	6.70	7.50	8.50
Food service, tipped .....	3.90	3.90	3.90	7.25	9.63
Waiters and waitresses .....	3.90	3.90	3.90	6.50	8.25
Fast food and counter workers .....	6.25	6.50	6.75	7.20	8.25
Combined food preparation and serving workers, including fast food .....	6.25	6.50	6.75	7.20	8.25
<b>Building and grounds cleaning and maintenance occupations</b> .....	6.50	6.50	6.88	7.50	7.60
<b>Personal care and service occupations</b> .....	5.85	5.85	7.50	8.18	12.26
<b>Sales and related occupations</b> .....	6.50	6.96	7.50	9.00	9.29
Retail sales workers .....	6.50	6.75	7.40	9.00	9.00
Cashiers, all workers .....	6.50	6.50	7.20	7.67	8.20
Cashiers .....	6.50	6.50	7.20	7.67	8.20
Retail salespersons .....	6.50	7.00	8.87	9.00	9.00
<b>Office and administrative support occupations</b> .....	7.63	7.95	9.40	11.80	13.45
Stock clerks and order fillers .....	6.60	7.70	8.10	9.08	11.20
Office clerks, general .....	8.22	10.00	10.00	12.00	13.00
<b>Production occupations</b> .....	6.50	8.25	11.11	11.94	21.05
<b>Transportation and material moving occupations</b> .....	6.50	7.25	7.77	9.00	14.00
Laborers and material movers, hand .....	6.50	6.55	7.50	8.99	10.00
Laborers and freight, stock, and material movers, hand .....	6.50	6.50	7.50	8.00	10.00

<sup>1</sup> 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.

<sup>2</sup> 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.

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 11. Full-time<sup>1</sup> civilian workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Rockford, IL, April 2007

Occupation <sup>2</sup>	Hourly earnings <sup>3</sup>		Weekly earnings <sup>4</sup>			Annual earnings <sup>5</sup>		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
<b>All workers</b> .....	\$19.73	\$16.40	\$782	\$648	39.7	\$39,692	\$33,407	2,012
<b>Management occupations</b> .....	34.74	35.65	1,542	1,466	44.4	79,926	76,224	2,300
Financial managers .....	33.39	35.65	1,486	1,517	44.5	77,274	78,892	2,314
<b>Business and financial operations occupations</b> .....	22.26	20.07	911	858	40.9	47,369	44,631	2,128
<b>Architecture and engineering occupations</b> .....	33.60	31.13	1,358	1,246	40.4	70,634	64,769	2,102
Engineers .....	34.93	32.76	1,414	1,346	40.5	73,543	69,992	2,105
Mechanical engineers .....	32.50	31.13	1,307	1,254	40.2	67,982	65,229	2,092
Engineering technicians, except drafters .....	24.58	24.04	983	962	40.0	51,135	50,003	2,080
<b>Education, training, and library occupations</b> .....	31.37	28.97	1,134	1,079	36.2	41,743	40,998	1,330
Primary, secondary, and special education school teachers .....	38.92	36.06	1,367	1,307	35.1	50,451	48,257	1,296
Elementary and middle school teachers .....	39.76	35.72	1,335	1,253	33.6	49,733	46,671	1,251
<b>Arts, design, entertainment, sports, and media occupations</b> .....	16.08	14.46	604	463	37.6	31,415	24,053	1,954
<b>Healthcare practitioner and technical occupations</b> .....	32.52	25.77	1,267	1,050	38.9	65,872	54,600	2,025
Registered nurses .....	31.26	27.50	1,202	1,105	38.4	62,490	57,443	1,999
<b>Healthcare support occupations</b> .....	12.44	11.79	486	472	39.0	25,253	24,565	2,029
Nursing, psychiatric, and home health aides .....	10.65	10.30	422	407	39.6	21,928	21,174	2,058
Nursing aides, orderlies, and attendants .....	10.48	10.25	415	407	39.6	21,592	21,154	2,061
Miscellaneous healthcare support occupations .....	14.64	14.15	561	530	38.3	29,183	27,570	1,993
<b>Protective service occupations</b> .....	16.45	15.89	658	636	40.0	34,206	33,051	2,080
<b>Food preparation and serving related occupations</b> .....	10.33	9.50	394	350	38.2	19,816	16,835	1,917
<b>Building and grounds cleaning and maintenance occupations</b> .....	12.04	10.63	491	445	40.7	25,510	23,150	2,119
Building cleaning workers .....	12.25	11.00	490	440	40.0	25,470	22,880	2,080
Janitors and cleaners, except maids and housekeeping cleaners .....	12.56	11.00	503	440	40.0	26,131	22,880	2,080
<b>Sales and related occupations</b> .....	18.78	15.73	746	632	39.7	38,803	32,885	2,066
First-line supervisors/managers, sales workers .....	22.95	17.25	938	693	40.9	48,760	36,051	2,125
Retail sales workers .....	11.80	11.79	457	455	38.7	23,760	23,640	2,013
Retail salespersons .....	13.56	13.22	526	529	38.8	27,353	27,498	2,018
Sales representatives, wholesale and manufacturing .....	25.70	16.66	1,028	666	40.0	53,462	34,647	2,080
<b>Office and administrative support occupations</b> .....	14.19	13.18	558	520	39.4	28,793	27,040	2,030
First-line supervisors/managers of office and administrative support workers .....	20.76	21.78	810	868	39.0	42,128	45,136	2,029
Financial clerks .....	12.94	11.50	513	460	39.7	26,685	23,920	2,063
Bookkeeping, accounting, and auditing clerks .....	13.64	12.99	546	520	40.0	28,372	27,019	2,080

See footnotes at end of table.

Table 11. Full-time<sup>1</sup> civilian workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Rockford, IL, April 2007 — Continued

Occupation <sup>2</sup>	Hourly earnings <sup>3</sup>		Weekly earnings <sup>4</sup>			Annual earnings <sup>5</sup>		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
Customer service representatives .....	\$14.19	\$13.00	\$566	\$520	39.9	\$29,441	\$27,040	2,074
Receptionists and information clerks ..	11.66	11.89	451	475	38.7	23,465	24,721	2,013
Secretaries and administrative assistants .....	16.15	15.80	641	632	39.7	33,341	32,872	2,065
Office clerks, general .....	13.58	13.27	540	531	39.7	26,548	25,664	1,955
<b>Construction and extraction occupations .....</b>	<b>24.38</b>	<b>27.08</b>	<b>954</b>	<b>1,064</b>	<b>39.1</b>	<b>46,807</b>	<b>50,400</b>	<b>1,920</b>
<b>Installation, maintenance, and repair occupations .....</b>	<b>20.19</b>	<b>19.05</b>	<b>807</b>	<b>762</b>	<b>40.0</b>	<b>41,988</b>	<b>39,624</b>	<b>2,080</b>
Automotive technicians and repairers .....	13.62	11.25	545	450	40.0	28,326	23,400	2,080
Industrial machinery installation, repair, and maintenance workers .....	22.14	21.15	886	846	40.0	46,050	43,992	2,080
Industrial machinery mechanics .....	23.90	22.23	956	889	40.0	49,707	46,238	2,080
<b>Production occupations .....</b>	<b>15.76</b>	<b>14.31</b>	<b>629</b>	<b>570</b>	<b>39.9</b>	<b>32,716</b>	<b>29,640</b>	<b>2,076</b>
First-line supervisors/managers of production and operating workers .....	24.90	25.00	1,005	1,046	40.4	52,256	54,371	2,099
Electrical, electronics, and electromechanical assemblers .....	12.57	12.00	503	480	40.0	26,147	24,960	2,080
Electrical and electronic equipment assemblers .....	12.39	12.00	495	480	40.0	25,765	24,960	2,080
Miscellaneous assemblers and fabricators .....	18.88	13.50	751	540	39.8	39,062	28,080	2,070
Computer control programmers and operators .....	17.19	16.95	687	678	40.0	35,745	35,256	2,080
Computer-controlled machine tool operators, metal and plastic .....	17.19	16.95	687	678	40.0	35,745	35,256	2,080
Forming machine setters, operators, and tenders, metal and plastic .....	14.44	15.50	578	620	40.0	30,030	32,240	2,080
Forging machine setters, operators, and tenders, metal and plastic ..	17.22	17.10	689	684	40.0	35,827	35,568	2,080
Machine tool cutting setters, operators, and tenders, metal and plastic .....	13.58	11.72	543	469	40.0	28,236	24,378	2,079
Cutting, punching, and press machine setters, operators, and tenders, metal and plastic .....	11.30	10.00	452	400	40.0	23,499	20,800	2,080
Grinding, lapping, polishing, and buffing machine tool setters, operators, and tenders, metal and plastic .....	11.60	10.55	463	422	39.9	24,070	21,934	2,076
Lathe and turning machine tool setters, operators, and tenders, metal and plastic .....	16.37	16.25	655	650	40.0	34,055	33,800	2,080
Machinists .....	18.50	18.36	740	734	40.0	38,479	38,189	2,080
Welding, soldering, and brazing workers .....	16.11	15.50	644	620	40.0	33,499	32,240	2,080
Welders, cutters, solderers, and brazers .....	14.98	14.64	599	586	40.0	31,168	30,451	2,080
Inspectors, testers, sorters, samplers, and weighers .....	14.75	12.77	590	511	40.0	30,689	26,562	2,080
Packaging and filling machine operators and tenders .....	15.51	14.70	620	588	40.0	32,257	30,576	2,080
Painting workers .....	11.38	11.00	455	440	40.0	23,664	22,880	2,080
Coating, painting, and spraying machine setters, operators, and tenders .....	11.38	11.00	455	440	40.0	23,664	22,880	2,080
Miscellaneous production workers .....	12.80	11.72	509	468	39.8	26,492	24,336	2,070
Helpers--production workers .....	11.71	11.70	463	440	39.6	24,097	22,880	2,058

See footnotes at end of table.

Table 11. Full-time<sup>1</sup> civilian workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Rockford, IL, April 2007 — Continued

Occupation <sup>2</sup>	Hourly earnings <sup>3</sup>		Weekly earnings <sup>4</sup>			Annual earnings <sup>5</sup>		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
<b>Transportation and material moving occupations</b> .....	\$13.75	\$12.50	\$538	\$488	39.2	\$27,440	\$24,882	1,996
Driver/sales workers and truck drivers .....	15.63	14.80	619	555	39.6	31,306	28,860	2,002
Truck drivers, heavy and tractor-trailer .....	15.62	14.80	617	555	39.5	30,901	28,860	1,978
Industrial truck and tractor operators ..	13.41	12.76	533	488	39.7	27,714	25,376	2,067
Laborers and material movers, hand ..	12.00	10.00	468	400	39.0	24,355	20,800	2,029
Laborers and freight, stock, and material movers, hand .....	15.66	14.66	618	586	39.5	32,136	30,493	2,052
Machine feeders and offbearers .....	10.73	11.48	421	440	39.2	21,899	22,864	2,040
Packers and packagers, hand .....	9.92	8.50	381	338	38.4	19,827	17,576	1,999

<sup>1</sup> 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.

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

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

<sup>4</sup> Mean weekly earnings are the straight-time weekly wages or salaries

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

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 12. Full-time<sup>1</sup> private industry workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Rockford, IL, April 2007

Occupation <sup>2</sup>	Hourly earnings <sup>3</sup>		Weekly earnings <sup>4</sup>			Annual earnings <sup>5</sup>		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
<b>All workers</b> .....	\$19.35	\$16.25	\$771	\$644	39.8	\$39,779	\$33,280	2,055
<b>Management occupations</b> .....	33.87	33.84	1,524	1,466	45.0	79,232	76,224	2,339
Financial managers .....	33.39	35.65	1,486	1,517	44.5	77,274	78,892	2,314
<b>Business and financial operations occupations</b> .....	22.52	20.07	924	860	41.0	48,023	44,745	2,132
<b>Architecture and engineering occupations</b> .....	33.60	31.13	1,358	1,246	40.4	70,634	64,769	2,102
Engineers .....	34.93	32.76	1,414	1,346	40.5	73,543	69,992	2,105
Mechanical engineers .....	32.50	31.13	1,307	1,254	40.2	67,982	65,229	2,092
Engineering technicians, except drafters .....	24.58	24.04	983	962	40.0	51,135	50,003	2,080
<b>Arts, design, entertainment, sports, and media occupations</b> .....	16.08	14.46	604	463	37.6	31,415	24,053	1,954
<b>Healthcare practitioner and technical occupations</b> .....	32.55	25.73	1,268	1,046	39.0	65,940	54,392	2,026
Registered nurses .....	31.26	27.31	1,202	1,100	38.5	62,501	57,200	2,000
<b>Healthcare support occupations</b> .....	12.39	11.67	484	472	39.0	25,164	24,565	2,030
Nursing, psychiatric, and home health aides .....	10.48	10.25	415	407	39.6	21,592	21,154	2,061
Nursing aides, orderlies, and attendants .....	10.48	10.25	415	407	39.6	21,592	21,154	2,061
Miscellaneous healthcare support occupations .....	14.64	14.15	561	530	38.3	29,183	27,570	1,993
<b>Food preparation and serving related occupations</b> .....	10.31	9.50	395	350	38.3	19,957	18,200	1,935
<b>Building and grounds cleaning and maintenance occupations</b> .....	11.76	10.00	480	440	40.8	24,966	22,880	2,124
Building cleaning workers .....	11.96	10.49	478	420	40.0	24,872	21,819	2,080
Janitors and cleaners, except maids and housekeeping cleaners .....	12.56	11.00	503	440	40.0	26,131	22,880	2,080
<b>Sales and related occupations</b> .....	18.78	15.73	746	632	39.7	38,803	32,885	2,066
First-line supervisors/managers, sales workers .....	22.95	17.25	938	693	40.9	48,760	36,051	2,125
Retail sales workers .....	11.80	11.79	457	455	38.7	23,760	23,640	2,013
Retail salespersons .....	13.56	13.22	526	529	38.8	27,353	27,498	2,018
Sales representatives, wholesale and manufacturing .....	25.70	16.66	1,028	666	40.0	53,462	34,647	2,080
<b>Office and administrative support occupations</b> .....	14.25	13.18	561	527	39.4	29,187	27,414	2,048
Financial clerks .....	13.11	11.77	519	471	39.6	27,011	24,482	2,061
Bookkeeping, accounting, and auditing clerks .....	14.14	13.00	565	520	40.0	29,401	27,040	2,080
Customer service representatives .....	14.19	13.00	566	520	39.9	29,441	27,040	2,074
Receptionists and information clerks ..	11.91	11.89	459	475	38.5	23,857	24,721	2,003
Secretaries and administrative assistants .....	16.63	17.72	660	664	39.7	34,295	34,550	2,063
Office clerks, general .....	13.40	12.97	534	519	39.9	27,787	26,978	2,074
<b>Construction and extraction occupations</b> .....	24.97	27.08	975	1,083	39.0	47,609	51,709	1,907
<b>Installation, maintenance, and repair occupations</b> .....	20.19	19.05	807	762	40.0	41,988	39,624	2,080

See footnotes at end of table.

Table 12. Full-time<sup>1</sup> private industry workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Rockford, IL, April 2007 — Continued

Occupation <sup>2</sup>	Hourly earnings <sup>3</sup>		Weekly earnings <sup>4</sup>			Annual earnings <sup>5</sup>		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
Automotive technicians and repairers .....	\$13.62	\$11.25	\$545	\$450	40.0	\$28,326	\$23,400	2,080
Industrial machinery installation, repair, and maintenance workers .....	22.14	21.15	886	846	40.0	46,050	43,992	2,080
Industrial machinery mechanics .....	23.90	22.23	956	889	40.0	49,707	46,238	2,080
<b>Production occupations</b> .....	15.81	14.31	631	572	39.9	32,836	29,765	2,077
First-line supervisors/managers of production and operating workers .....	24.90	25.00	1,005	1,046	40.4	52,256	54,371	2,099
Electrical, electronics, and electromechanical assemblers .....	12.57	12.00	503	480	40.0	26,147	24,960	2,080
Electrical and electronic equipment assemblers .....	12.39	12.00	495	480	40.0	25,765	24,960	2,080
Miscellaneous assemblers and fabricators .....	18.88	13.50	751	540	39.8	39,062	28,080	2,070
Computer control programmers and operators .....	17.19	16.95	687	678	40.0	35,745	35,256	2,080
Computer-controlled machine tool operators, metal and plastic .....	17.19	16.95	687	678	40.0	35,745	35,256	2,080
Forming machine setters, operators, and tenders, metal and plastic .....	14.44	15.50	578	620	40.0	30,030	32,240	2,080
Forging machine setters, operators, and tenders, metal and plastic ..	17.22	17.10	689	684	40.0	35,827	35,568	2,080
Machine tool cutting setters, operators, and tenders, metal and plastic .....	13.58	11.72	543	469	40.0	28,236	24,378	2,079
Cutting, punching, and press machine setters, operators, and tenders, metal and plastic .....	11.30	10.00	452	400	40.0	23,499	20,800	2,080
Grinding, lapping, polishing, and buffing machine tool setters, operators, and tenders, metal and plastic .....	11.60	10.55	463	422	39.9	24,070	21,934	2,076
Lathe and turning machine tool setters, operators, and tenders, metal and plastic .....	16.37	16.25	655	650	40.0	34,055	33,800	2,080
Machinists .....	18.50	18.36	740	734	40.0	38,479	38,189	2,080
Welding, soldering, and brazing workers .....	16.11	15.50	644	620	40.0	33,499	32,240	2,080
Welders, cutters, solderers, and brazers .....	14.98	14.64	599	586	40.0	31,168	30,451	2,080
Inspectors, testers, sorters, samplers, and weighers .....	14.75	12.77	590	511	40.0	30,689	26,562	2,080
Packaging and filling machine operators and tenders .....	15.51	14.70	620	588	40.0	32,257	30,576	2,080
Painting workers .....	11.38	11.00	455	440	40.0	23,664	22,880	2,080
Coating, painting, and spraying machine setters, operators, and tenders .....	11.38	11.00	455	440	40.0	23,664	22,880	2,080
Miscellaneous production workers .....	12.80	11.72	509	468	39.8	26,492	24,336	2,070
Helpers--production workers .....	11.71	11.70	463	440	39.6	24,097	22,880	2,058
<b>Transportation and material moving occupations</b> .....	13.74	12.50	542	488	39.4	28,022	25,116	2,039
Driver/sales workers and truck drivers .....	15.63	14.80	619	555	39.6	31,306	28,860	2,002
Truck drivers, heavy and tractor-trailer .....	15.62	14.80	617	555	39.5	30,901	28,860	1,978
Industrial truck and tractor operators ..	13.41	12.76	533	488	39.7	27,714	25,376	2,067
Laborers and material movers, hand ..	12.00	10.00	468	400	39.0	24,355	20,800	2,029
Laborers and freight, stock, and material movers, hand .....	15.66	14.66	618	586	39.5	32,136	30,493	2,052
Machine feeders and offbearers .....	10.73	11.48	421	440	39.2	21,899	22,864	2,040

See footnotes at end of table.



**Table 12. Full-time<sup>1</sup> private industry workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Rockford, IL, April 2007 — Continued**

Occupation <sup>2</sup>	Hourly earnings <sup>3</sup>		Weekly earnings <sup>4</sup>			Annual earnings <sup>5</sup>		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
Packers and packagers, hand .....	\$9.92	\$8.50	\$381	\$338	38.4	\$19,827	\$17,576	1,999

<sup>1</sup> 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.

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

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

<sup>4</sup> Mean weekly earnings are the straight-time weekly wages or salaries

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

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 13. Full-time<sup>1</sup> State and local government workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Rockford, IL, April 2007

Occupation <sup>2</sup>	Hourly earnings <sup>3</sup>		Weekly earnings <sup>4</sup>			Annual earnings <sup>5</sup>		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
<b>All workers</b> .....	\$24.44	\$18.26	\$921	\$730	37.7	\$38,848	\$35,006	1,589
<b>Education, training, and library occupations</b> .....	32.31	32.09	1,166	1,190	36.1	42,194	43,201	1,306
Primary, secondary, and special education school teachers .....	42.13	40.00	1,481	1,461	35.1	53,561	52,894	1,271
Elementary and middle school teachers .....	45.88	44.69	1,518	1,485	33.1	54,819	53,474	1,195
<b>Office and administrative support occupations</b> .....	13.61	12.73	533	460	39.2	25,639	23,920	1,883

<sup>1</sup> 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.

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

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

<sup>4</sup> Mean weekly earnings are the straight-time weekly wages or salaries

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

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 14. **Size of establishment: Mean hourly earnings<sup>1</sup> of private industry establishments for major occupational groups, Rockford, IL, April 2007**

Occupational group <sup>2</sup>	Total	1-99 workers	100-499 workers	500 workers or more
<b>All workers</b> .....	\$18.15	\$16.98	\$16.80	\$24.04
Management, professional, and related .....	30.99	28.93	28.77	36.40
Management, business, and financial .....	28.79	24.02	31.75	39.56
Professional and related .....	31.92	32.23	27.94	35.53
Service .....	9.61	8.98	10.86	11.76
Sales and office .....	14.28	14.41	14.28	13.44
Sales and related .....	15.22	14.69	17.75	—
Office and administrative support .....	13.73	14.18	13.02	14.40
Natural resources, construction, and maintenance .....	21.83	21.34	20.92	27.31
Construction and extraction .....	24.97	28.45	—	—
Installation, maintenance, and repair .....	20.14	16.90	23.33	30.70
Production, transportation, and material moving .....	14.70	13.77	13.50	18.72
Production .....	15.69	15.42	14.10	21.11
Transportation and material moving .....	12.84	11.19	11.93	15.93
	Relative error <sup>3</sup> (percent)			
<b>All workers</b> .....	3.6	7.4	4.1	5.4
Management, professional, and related .....	5.1	12.5	1.4	5.9
Management, business, and financial .....	6.2	9.7	5.4	7.9
Professional and related .....	6.2	16.3	1.7	8.3
Service .....	4.7	5.5	8.4	4.2
Sales and office .....	4.0	8.0	3.9	13.5
Sales and related .....	8.9	14.4	15.0	—
Office and administrative support .....	2.7	3.4	3.5	13.4
Natural resources, construction, and maintenance .....	7.7	12.4	12.5	1.5
Construction and extraction .....	9.0	1.1	—	—
Installation, maintenance, and repair .....	10.4	7.2	10.7	8.1
Production, transportation, and material moving .....	3.8	6.6	5.0	5.8
Production .....	3.2	5.1	6.2	3.3
Transportation and material moving .....	7.7	19.0	9.1	13.9

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

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

<sup>3</sup> 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.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 15. Establishments with fewer than 100 workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours for full-time<sup>1</sup> private industry workers, Rockford, IL, April 2007

Occupation <sup>2</sup>	Hourly earnings <sup>3</sup>		Weekly earnings <sup>4</sup>			Annual earnings <sup>5</sup>		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
<b>All workers</b> .....	\$18.70	\$16.88	\$743	\$660	39.8	\$38,089	\$33,904	2,037
<b>Management occupations</b> .....	29.04	29.32	1,388	1,466	47.8	72,159	76,224	2,485
<b>Business and financial operations occupations</b> ...	19.02	19.23	792	846	41.6	41,193	44,013	2,166
<b>Healthcare practitioner and technical occupations</b> .....	35.40	35.07	1,308	1,400	37.0	68,018	72,800	1,921
<b>Healthcare support occupations</b> .....	13.54	14.11	514	480	37.9	26,716	24,946	1,973
<b>Food preparation and serving related occupations</b> .....	10.31	9.50	395	350	38.3	19,957	18,200	1,935
<b>Sales and related occupations</b> .....	18.23	16.66	724	666	39.7	37,663	34,647	2,066
Retail sales workers .....	10.85	9.50	414	376	38.2	21,528	19,552	1,984
<b>Office and administrative support occupations</b> ....	14.81	14.00	582	540	39.3	30,285	28,080	2,044
Financial clerks .....	13.08	11.19	515	448	39.4	26,789	23,279	2,049
<b>Construction and extraction occupations</b> .....	28.45	30.00	1,095	1,200	38.5	51,567	58,531	1,813
<b>Installation, maintenance, and repair occupations</b> .....	16.90	18.50	676	740	40.0	35,145	38,480	2,080
<b>Production occupations</b> .....	15.83	16.19	633	648	40.0	32,919	33,675	2,080
Computer control programmers and operators .....	16.85	16.50	674	660	40.0	35,058	34,320	2,080
Computer-controlled machine tool operators, metal and plastic .....	16.85	16.50	674	660	40.0	35,058	34,320	2,080
Machine tool cutting setters, operators, and tenders, metal and plastic .....	15.40	17.45	616	698	40.0	32,024	36,302	2,080
Miscellaneous production workers .....	11.54	11.70	462	468	40.0	24,011	24,336	2,080
<b>Transportation and material moving occupations</b> .....	12.76	12.50	499	500	39.1	25,482	26,000	1,998
Driver/sales workers and truck drivers .....	13.41	14.80	513	500	38.2	25,756	26,000	1,921

<sup>1</sup> 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.

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

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

<sup>4</sup> Mean weekly earnings are the straight-time weekly wages or salaries paid to

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

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 16. Establishments with 100 workers or more: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours for full-time<sup>1</sup> private industry workers, Rockford, IL, April 2007

Occupation <sup>2</sup>	Hourly earnings <sup>3</sup>		Weekly earnings <sup>4</sup>			Annual earnings <sup>5</sup>		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
<b>All workers</b> .....	\$19.85	\$15.55	\$791	\$618	39.9	\$41,092	\$32,136	2,070
<b>Management occupations</b> .....	39.38	41.00	1,661	1,640	42.2	86,347	85,280	2,192
<b>Business and financial operations occupations</b> ...	29.32	29.62	1,167	1,185	39.8	60,706	61,610	2,070
<b>Architecture and engineering occupations</b> .....	34.19	31.65	1,375	1,266	40.2	71,518	65,832	2,092
Engineers .....	36.02	34.17	1,450	1,367	40.3	75,421	71,069	2,094
Mechanical engineers .....	32.50	31.13	1,300	1,245	40.0	67,608	64,742	2,080
Engineering technicians, except drafters .....	24.58	24.04	983	962	40.0	51,135	50,003	2,080
<b>Healthcare practitioner and technical occupations</b> .....	31.41	21.59	1,251	864	39.8	65,051	44,907	2,071
Registered nurses .....	24.48	23.01	975	920	39.8	50,697	47,861	2,071
<b>Healthcare support occupations</b> .....	11.45	11.20	458	448	40.0	23,820	23,296	2,080
Nursing, psychiatric, and home health aides .....	10.52	10.35	421	414	40.0	21,874	21,528	2,080
Nursing aides, orderlies, and attendants .....	10.52	10.35	421	414	40.0	21,874	21,528	2,080
Miscellaneous healthcare support occupations .....	13.21	13.32	528	533	40.0	27,468	27,706	2,080
<b>Building and grounds cleaning and maintenance occupations</b> .....	11.98	10.50	479	420	40.0	24,917	21,840	2,080
Building cleaning workers .....	11.98	10.50	479	420	40.0	24,917	21,840	2,080
Janitors and cleaners, except maids and housekeeping cleaners .....	12.56	11.00	503	440	40.0	26,131	22,880	2,080
<b>Sales and related occupations</b> .....	20.07	13.19	798	589	39.8	41,486	30,638	2,067
Retail sales workers .....	13.13	13.19	519	529	39.5	26,993	27,498	2,055
<b>Office and administrative support occupations</b> ....	13.76	12.99	543	520	39.4	28,221	27,019	2,051
Financial clerks .....	13.15	12.99	526	520	40.0	27,353	27,019	2,080
Bookkeeping, accounting, and auditing clerks ...	13.34	13.00	533	520	40.0	27,739	27,040	2,080
Customer service representatives .....	14.93	14.38	595	575	39.8	30,926	29,910	2,071
Receptionists and information clerks .....	11.88	11.89	460	475	38.7	23,927	24,721	2,014
Secretaries and administrative assistants .....	13.06	13.46	521	505	39.9	27,081	26,243	2,073
Office clerks, general .....	14.42	13.89	573	556	39.8	29,821	28,891	2,069
<b>Construction and extraction occupations</b> .....	19.40	13.87	776	555	40.0	40,348	28,850	2,080
<b>Installation, maintenance, and repair occupations</b> .....	24.58	23.86	983	954	40.0	51,130	49,620	2,080
Industrial machinery installation, repair, and maintenance workers .....	22.81	21.77	912	871	40.0	47,438	45,282	2,080
Industrial machinery mechanics .....	24.92	23.54	997	942	40.0	51,830	48,963	2,080
<b>Production occupations</b> .....	15.80	13.58	631	543	39.9	32,808	28,246	2,076
Electrical, electronics, and electromechanical assemblers .....	12.72	12.00	509	480	40.0	26,456	24,960	2,080
Electrical and electronic equipment assemblers .....	12.36	12.00	494	480	40.0	25,709	24,960	2,080
Miscellaneous assemblers and fabricators .....	18.99	15.07	756	589	39.8	39,297	30,618	2,069
Forming machine setters, operators, and tenders, metal and plastic .....	13.87	12.04	555	482	40.0	28,843	25,047	2,080
Forging machine setters, operators, and tenders, metal and plastic .....	17.27	19.46	691	778	40.0	35,920	40,468	2,080
Machine tool cutting setters, operators, and tenders, metal and plastic .....	12.67	11.10	506	444	40.0	26,325	23,088	2,078
Cutting, punching, and press machine setters, operators, and tenders, metal and plastic ....	11.56	11.29	462	452	40.0	24,045	23,483	2,080
Welding, soldering, and brazing workers .....	16.11	15.50	644	620	40.0	33,499	32,240	2,080
Welders, cutters, solderers, and brazers .....	14.98	14.64	599	586	40.0	31,168	30,451	2,080
Inspectors, testers, sorters, samplers, and weighers .....	14.74	12.23	589	489	40.0	30,649	25,438	2,080
Packaging and filling machine operators and tenders .....	15.51	14.70	620	588	40.0	32,257	30,576	2,080

See footnotes at end of table.

Table 16. **Establishments with 100 workers or more: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours for full-time<sup>1</sup> private industry workers, Rockford, IL, April 2007** — Continued

Occupation <sup>2</sup>	Hourly earnings <sup>3</sup>		Weekly earnings <sup>4</sup>			Annual earnings <sup>5</sup>		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
Miscellaneous production workers .....	\$13.37	\$11.95	\$531	\$478	39.7	\$27,600	\$24,856	2,065
<b>Transportation and material moving occupations</b> .....	14.12	12.20	558	483	39.5	29,016	25,104	2,055
Industrial truck and tractor operators .....	13.58	12.76	538	488	39.6	27,994	25,376	2,061
Laborers and material movers, hand .....	12.46	11.00	485	435	38.9	25,215	22,630	2,024
Laborers and freight, stock, and material movers, hand .....	15.66	14.66	618	586	39.5	32,136	30,493	2,052
Machine feeders and offbearers .....	12.74	13.18	494	494	38.8	25,692	25,701	2,017
Packers and packagers, hand .....	10.05	8.71	386	340	38.4	20,064	17,680	1,996

<sup>1</sup> 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.

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

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

<sup>4</sup> Mean weekly earnings are the straight-time weekly wages or salaries paid to

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

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 17. Union<sup>1</sup> and nonunion workers: Mean hourly earnings<sup>2</sup> for major occupational groups, Rockford, IL, April 2007

Occupational group <sup>3</sup>	Union			Nonunion		
	Civilian workers	Private industry workers	State and local government workers	Civilian workers	Private industry workers	State and local government workers
<b>All workers</b> .....	\$22.76	\$21.87	\$25.50	\$17.56	\$17.49	\$20.10
Management, professional, and related .....	33.03	—	33.28	30.73	31.01	26.71
Management, business, and financial .....	—	—	—	29.51	28.79	34.27
Professional and related .....	33.03	—	33.28	31.31	31.96	13.11
Service .....	14.66	—	16.53	9.55	9.55	—
Sales and office .....	15.52	—	—	14.13	14.23	10.83
Sales and related .....	—	—	—	15.27	15.27	—
Office and administrative support .....	15.82	—	—	13.48	13.61	10.83
Natural resources, construction, and maintenance ....	26.28	26.39	—	17.77	18.03	—
Construction and extraction .....	25.62	25.75	—	14.43	—	—
Installation, maintenance, and repair .....	28.18	28.18	—	18.25	18.25	—
Production, transportation, and material moving .....	18.99	19.35	—	13.10	13.10	—
Production .....	20.26	20.60	—	14.17	14.17	—
Transportation and material moving .....	17.17	17.44	—	10.94	10.93	—
	Relative error <sup>4</sup> (percent)					
<b>All workers</b> .....	3.4	4.1	4.8	3.7	3.8	10.6
Management, professional, and related .....	11.9	—	12.4	4.9	5.2	2.8
Management, business, and financial .....	—	—	—	5.3	6.2	8.9
Professional and related .....	11.9	—	12.4	6.2	6.3	7.3
Service .....	17.3	—	18.8	4.7	4.7	—
Sales and office .....	9.5	—	—	4.0	4.1	6.6
Sales and related .....	—	—	—	9.0	9.0	—
Office and administrative support .....	8.8	—	—	2.8	2.8	6.6
Natural resources, construction, and maintenance ....	4.0	4.1	—	7.9	8.5	—
Construction and extraction .....	8.9	9.2	—	15.5	—	—
Installation, maintenance, and repair .....	10.6	10.6	—	9.2	9.2	—
Production, transportation, and material moving .....	7.6	7.5	—	3.0	3.0	—
Production .....	3.5	2.9	—	2.0	2.0	—
Transportation and material moving .....	14.3	15.0	—	8.5	8.5	—

<sup>1</sup> Union workers are those whose wages are determined through collective bargaining.

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

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

information.

<sup>4</sup> 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.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 18. Time and incentive workers<sup>1</sup>: Mean hourly earnings<sup>2</sup> for major occupational groups, Rockford, IL, April 2007

Occupational group <sup>3</sup>	Time		Incentive	
	Civilian workers	Private industry workers	Civilian workers	Private industry workers
<b>All workers</b> .....	\$18.13	\$17.70	\$27.66	\$27.66
Management, professional, and related .....	30.37	30.23	42.39	42.39
Management, business, and financial .....	29.58	28.76	—	—
Professional and related .....	30.66	30.79	—	—
Service .....	9.95	9.61	—	—
Sales and office .....	13.07	13.07	24.03	24.03
Sales and related .....	11.79	11.79	27.01	27.01
Office and administrative support .....	13.61	13.67	—	—
Natural resources, construction, and maintenance .....	21.48	21.73	—	—
Construction and extraction .....	—	24.97	—	—
Installation, maintenance, and repair .....	19.98	19.98	—	—
Production, transportation, and material moving .....	14.67	14.71	14.39	14.39
Production .....	15.69	15.74	14.39	14.39
Transportation and material moving .....	12.87	12.84	—	—
	Relative error <sup>4</sup> (percent)			
<b>All workers</b> .....	3.3	3.5	15.6	15.6
Management, professional, and related .....	3.6	3.8	23.4	23.4
Management, business, and financial .....	5.7	6.8	—	—
Professional and related .....	4.5	4.5	—	—
Service .....	5.4	4.7	—	—
Sales and office .....	2.0	2.0	13.1	13.1
Sales and related .....	2.9	2.9	16.3	16.3
Office and administrative support .....	2.7	2.8	—	—
Natural resources, construction, and maintenance .....	7.0	7.5	—	—
Construction and extraction .....	—	9.0	—	—
Installation, maintenance, and repair .....	10.1	10.1	—	—
Production, transportation, and material moving .....	3.5	3.6	15.4	15.4
Production .....	2.8	2.8	15.4	15.4
Transportation and material moving .....	7.5	7.7	—	—

<sup>1</sup> 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.

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

<sup>3</sup> Workers are classified by occupation using the 2000

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

<sup>4</sup> 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.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.



Table 19. Industry sector<sup>1</sup>: Mean hourly earnings<sup>2</sup> for private industry workers by major occupational group, Rockford, IL, April 2007

Occupational group <sup>3</sup>	Goods producing		Service providing						
	Construction	Manufacturing	Trade, transportation, and utilities	Information	Financial activities	Professional and business services	Education and health services	Leisure and hospitality	Other services
<b>All workers</b> .....	–	\$20.40	\$14.62	–	\$18.02	\$17.46	\$19.37	\$8.71	\$19.57
Management, professional, and related .....	–	31.81	28.64	–	23.11	–	28.79	–	–
Management, business, and financial .....	–	32.86	30.54	–	23.63	–	27.23	–	–
Professional and related .....	–	31.36	25.55	–	–	–	29.00	–	–
Service .....	–	–	8.68	–	–	–	10.96	8.28	–
Sales and office .....	–	20.06	11.88	–	13.93	12.45	12.34	–	–
Sales and related .....	–	31.07	11.23	–	–	–	–	–	–
Office and administrative support .....	–	15.63	13.19	–	13.72	12.75	12.45	–	–
Natural resources, construction, and maintenance .....	–	22.23	17.58	–	–	–	–	–	–
Installation, maintenance, and repair ..	–	24.45	17.03	–	–	–	–	–	–
Production, transportation, and material moving .....	–	16.96	12.72	–	–	9.72	–	–	–
Production .....	–	17.15	16.59	–	–	10.48	–	–	–
Transportation and material moving ...	–	16.20	12.19	–	–	8.07	–	–	–
	Relative error <sup>4</sup> (percent)								
<b>All workers</b> .....	–	5.8	4.3	–	7.5	19.1	7.9	2.5	0.0
Management, professional, and related .....	–	5.2	18.2	–	14.4	–	6.0	–	–
Management, business, and financial .....	–	14.0	22.8	–	17.0	–	8.8	–	–
Professional and related .....	–	2.0	32.8	–	–	–	7.2	–	–
Service .....	–	–	7.9	–	–	–	6.8	3.8	–
Sales and office .....	–	4.8	2.1	–	8.2	5.3	5.8	–	–
Sales and related .....	–	19.5	5.0	–	–	–	–	–	–
Office and administrative support .....	–	5.2	5.0	–	8.4	6.1	6.6	–	–
Natural resources, construction, and maintenance .....	–	9.5	10.9	–	–	–	–	–	–
Installation, maintenance, and repair ..	–	7.1	8.7	–	–	–	–	–	–
Production, transportation, and material moving .....	–	5.1	7.8	–	–	6.4	–	–	–
Production .....	–	3.6	23.6	–	–	1.2	–	–	–
Transportation and material moving ...	–	12.6	6.8	–	–	6.1	–	–	–

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

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

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

<sup>4</sup> 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.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

# Appendix A: Technical Note

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

## Planning for the survey

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

### Survey scope

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

The statistical area covered by this survey is defined by the U.S. Office of Management and Budget (OMB) as of December 2003. The Rockford, IL, Metropolitan Statistical Area (MSA) includes Boone and Winnebago Counties, IL.

### Sampling frame

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

### Sample design

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

## Data collection

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

### Occupational selection and classification

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

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

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

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

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

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

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

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

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

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

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

### **Occupational leveling**

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

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

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

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

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

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

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

### **Combined work levels**

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

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

## Collection period

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

## Earnings

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

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

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

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

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

## Definition of terms

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

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

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

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

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

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

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

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

## Processing and analyzing the data

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

## Weighting and nonresponse

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

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

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

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

### **Estimation**

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

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

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

### **Percentiles**

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

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

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

### **Data reliability**

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

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

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

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

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

Appendix table 1. **Number of workers<sup>1</sup> represented by the survey, Rockford, IL, April 2007**

Occupational group <sup>2</sup>	Civilian workers	Private industry workers	State and local government workers
<b>All workers</b> .....	160,400	145,600	14,800
Management, professional, and related .....	37,900	28,500	9,300
Management, business, and financial .....	9,100	7,100	2,000
Professional and related .....	28,800	21,500	7,300
Service .....	26,000	24,800	1,300
Sales and office .....	34,700	32,200	2,500
Sales and related .....	12,800	12,800	–
Office and administrative support .....	21,900	19,400	2,500
Natural resources, construction, and maintenance ....	17,600	16,800	–
Construction and extraction .....	7,200	6,400	–
Installation, maintenance, and repair .....	10,400	10,400	–
Production, transportation, and material moving .....	44,100	43,300	–
Production .....	26,900	26,700	–
Transportation and material moving .....	17,200	16,600	–

<sup>1</sup> 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.

<sup>2</sup> Workers are classified by occupation using the

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Appendix table 2. **Survey establishment response, Rockford, IL, April 2007**

Establishments	Total	Private industry	State and local government
Total in sampling frame <sup>1</sup> .....	5,654	5,534	120
Total in sample .....	277	264	13
Responding .....	192	180	12
Refused or unable to provide data .....	39	38	1
Out of business or not in survey scope .....	46	46	0

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

government entity.

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.