

Buffalo–Niagara–Cattaraugus, NY National Compensation Survey July 2007



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Preface

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

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

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

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

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

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

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Introduction

The tables in this bulletin summarize the NCS results for the Buffalo–Niagara–Cattaraugus, NY, Combined Statistical Area (CSA). Data were collected between December 2006 and January 2008; the average reference month is July 2007. Tabulations provide information on earnings of workers in a variety of occupations and at different work levels. Also contained in this bulletin are information on the program, a technical note describing survey procedures, and an appendix with detailed information on occupational classifications.

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

NCS products

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

Changes to the publications

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

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

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

About the tables

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

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

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

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

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

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

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

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

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

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

Table 1. Summary: Mean hourly earnings¹ and weekly hours for selected worker and establishment characteristics, Buffalo-Niagara-Cattaraugus, NY CSA, July 2007

Worker and establishment characteristics	Civilian workers			Private industry workers			State and local government workers		
	Hourly earnings		Mean weekly hours ³	Hourly earnings		Mean weekly hours ³	Hourly earnings		Mean weekly hours ³
	Mean	Relative error ² (percent)		Mean	Relative error ² (percent)		Mean	Relative error ² (percent)	
All workers	\$18.78	3.7	34.5	\$17.56	4.0	34.8	\$25.15	5.7	33.1
Worker characteristics^{4,5}									
Management, professional, and related	28.98	3.1	35.0	27.18	3.1	35.4	33.80	5.5	33.9
Management, business, and financial	28.09	6.1	38.5	27.15	5.3	40.1	35.15	18.8	29.8
Professional and related	29.31	3.4	33.9	27.19	2.9	33.5	33.63	6.5	34.6
Service	12.01	6.2	30.5	10.47	5.5	30.2	16.93	7.4	31.4
Sales and office	14.34	3.4	33.8	13.84	3.2	34.0	18.82	9.5	32.7
Sales and related	13.44	6.1	31.7	13.20	5.9	31.8	—	—	—
Office and administrative support	14.75	4.0	34.9	14.17	4.3	35.2	18.34	9.5	32.9
Natural resources, construction, and maintenance	22.71	9.5	39.6	22.98	10.4	39.6	20.37	3.9	39.5
Construction and extraction	23.74	12.3	39.3	24.04	13.3	39.3	—	—	—
Installation, maintenance, and repair	21.15	10.4	40.0	21.39	11.5	40.0	—	—	—
Production, transportation, and material moving	16.77	6.8	38.6	16.74	7.0	38.9	—	—	—
Production	17.39	4.0	38.6	17.38	4.1	38.6	—	—	—
Transportation and material moving	16.05	11.5	38.7	15.93	12.4	39.3	—	—	—
Full time	19.88	3.8	39.4	18.54	4.1	39.8	26.68	5.3	37.7
Part time	11.42	7.7	18.9	11.27	8.8	19.4	12.44	12.0	16.4
Union	23.67	5.0	36.4	20.95	8.4	36.5	26.27	5.1	36.3
Nonunion	17.01	3.7	33.9	16.94	3.7	34.5	18.98	15.7	22.1
Time	18.72	3.9	34.3	17.39	4.2	34.5	25.15	5.7	33.1
Incentive	19.46	6.3	38.2	19.46	6.3	38.2	—	—	—
Establishment characteristics									
Goods producing	(⁶)	(⁶)	(⁶)	20.53	6.9	39.8	(⁶)	(⁶)	(⁶)
Service providing	(⁶)	(⁶)	(⁶)	—	—	—	(⁶)	(⁶)	(⁶)
1-99 workers	15.05	5.2	32.8	15.04	5.4	33.3	15.60	18.9	21.6
100-499 workers	21.06	4.5	37.1	20.08	4.0	37.5	27.61	12.2	34.6
500 workers or more	23.92	5.0	35.3	22.31	6.4	35.6	25.59	6.7	35.1

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

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

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

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

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

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

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 2. **Civilian workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Buffalo-Niagara-Cattaraugus, NY CSA, July 2007**

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
All workers	\$18.78	3.7	\$19.88	3.8	\$11.42	7.7
Management occupations	33.60	10.9	33.88	11.3	—	—
Level 9	25.22	20.6	24.58	24.4	—	—
Level 11	40.58	4.0	40.58	4.0	—	—
Not able to be leveled	39.40	4.4	39.90	4.2	—	—
Education administrators	30.90	43.4	30.90	43.4	—	—
Business and financial operations occupations	23.83	4.6	23.64	4.7	—	—
Level 7	21.37	4.4	21.37	4.4	—	—
Level 8	25.26	7.7	25.26	7.7	—	—
Level 9	26.68	6.5	27.60	7.1	—	—
Not able to be leveled	24.09	9.5	23.52	8.9	—	—
Accountants and auditors	25.78	8.6	26.27	10.9	—	—
Computer and mathematical science occupations	26.61	5.0	26.73	4.9	—	—
Architecture and engineering occupations						
Level 9	28.53	1.0	28.53	1.0	—	—
Life, physical, and social science occupations	22.63	14.3	23.98	14.7	—	—
Community and social services occupations	20.01	3.3	19.40	6.6	—	—
Social workers	21.60	3.8	—	—	—	—
Legal occupations	51.55	14.6	—	—	—	—
Education, training, and library occupations	31.87	7.1	32.52	7.1	15.97	13.3
Level 7	16.66	22.0	16.27	21.7	—	—
Level 8	29.91	12.2	29.91	12.2	—	—
Level 9	37.37	3.2	37.37	3.2	—	—
Not able to be leveled	26.84	15.9	28.42	18.8	—	—
Postsecondary teachers	38.12	20.7	40.89	23.9	—	—
Arts, communications, and humanities teachers, postsecondary	60.98	25.3	61.21	25.4	—	—
Primary, secondary, and special education school teachers	32.47	8.7	32.47	8.7	—	—
Level 7	16.83	32.8	—	—	—	—
Level 8	34.90	11.0	34.90	11.0	—	—
Level 9	37.27	3.8	37.27	3.8	—	—
Not able to be leveled	26.28	30.5	26.28	30.5	—	—
Elementary and middle school teachers	32.57	10.7	32.57	10.8	—	—
Level 8	35.07	14.0	35.07	14.0	—	—
Level 9	36.91	6.3	36.91	6.3	—	—
Elementary school teachers, except special education	32.21	12.0	32.19	12.1	—	—
Secondary school teachers	36.99	1.6	36.99	1.6	—	—
Level 9	37.61	.0	37.61	.0	—	—
Secondary school teachers, except special and vocational education	35.19	.3	35.19	.3	—	—
Level 9	34.98	.0	34.98	.0	—	—
Teacher assistants	10.60	7.1	—	—	—	—
Arts, design, entertainment, sports, and media occupations	20.48	6.9	20.65	6.5	—	—
Designers	18.15	14.6	18.15	14.6	—	—
Healthcare practitioner and technical occupations	23.81	3.5	23.40	4.4	25.44	12.3
Level 5	19.80	12.2	19.41	13.9	—	—
Level 7	19.93	3.7	19.81	3.8	—	—
Level 8	27.39	4.1	27.88	3.2	26.10	8.2
Level 9	24.03	2.0	—	—	—	—
Registered nurses	25.77	4.4	24.96	3.7	28.09	9.4
Level 7	20.69	4.1	—	—	—	—
Level 8	28.29	4.0	29.86	.5	26.10	8.2
Licensed practical and licensed vocational nurses	16.56	2.0	—	—	—	—

See footnotes at end of table.

Table 2. **Civilian workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Buffalo-Niagara-Cattaraugus, NY CSA, July 2007 — Continued**

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Healthcare support occupations	\$13.65	8.9	\$13.75	9.7	\$12.51	6.1
Level 2	10.06	9.0	—	—	11.87	4.4
Level 4	15.25	2.5	15.33	2.3	—	—
Nursing, psychiatric, and home health aides	13.47	7.4	13.78	8.7	11.77	2.7
Level 2	11.91	4.1	—	—	11.87	4.4
Nursing aides, orderlies, and attendants	12.17	3.2	—	—	11.46	2.9
Level 2	11.71	5.3	—	—	—	—
Miscellaneous healthcare support occupations	13.11	20.6	—	—	—	—
Protective service occupations	19.44	13.5	21.24	12.9	10.48	23.6
Level 3	16.62	5.8	—	—	16.81	8.2
Police officers	25.59	6.8	25.59	6.8	—	—
Police and sheriff's patrol officers	25.59	6.8	25.59	6.8	—	—
Food preparation and serving related occupations	8.82	2.7	9.54	2.8	7.22	2.5
Level 1	7.80	2.1	8.61	5.4	7.50	1.5
Level 2	8.68	4.0	—	—	6.72	5.2
Level 3	9.84	12.1	10.45	9.1	—	—
Level 4	10.00	5.6	—	—	—	—
Cooks	11.13	5.9	12.39	7.8	—	—
Food service, tipped	5.47	6.2	5.65	6.7	5.34	9.2
Level 2	4.87	11.6	—	—	—	—
Bartenders	6.27	5.7	—	—	—	—
Waiters and waitresses	4.42	4.4	—	—	4.58	1.2
Fast food and counter workers	9.41	5.4	—	—	—	—
Building and grounds cleaning and maintenance occupations	12.78	7.2	13.01	7.5	—	—
Level 1	12.05	11.0	12.32	12.3	—	—
Level 3	13.39	10.9	13.39	10.9	—	—
Building cleaning workers	12.29	6.0	12.39	6.4	—	—
Level 1	12.44	9.8	12.70	10.9	—	—
Janitors and cleaners, except maids and housekeeping cleaners	12.70	4.5	12.78	4.8	—	—
Level 1	13.81	5.3	14.10	4.7	—	—
Maids and housekeeping cleaners	10.01	25.2	—	—	—	—
Grounds maintenance workers	14.36	20.5	—	—	—	—
Landscaping and groundskeeping workers	14.36	20.5	—	—	—	—
Personal care and service occupations	11.88	12.0	13.91	9.2	9.84	13.7
Level 2	8.42	4.4	8.89	5.8	8.22	5.0
Level 4	14.45	8.2	—	—	—	—
Child care workers	9.54	13.3	10.77	2.3	—	—
Recreation and fitness workers	9.47	4.4	—	—	8.99	1.0
Level 2	8.49	1.0	—	—	—	—
Recreation workers	9.47	4.4	—	—	8.99	1.0
Level 2	8.49	1.0	—	—	—	—
Sales and related occupations	13.44	6.1	15.43	8.2	8.40	1.2
Level 3	10.82	3.9	10.88	4.2	—	—
Level 8	27.44	19.8	27.44	19.8	—	—
Retail sales workers	10.24	3.6	11.36	4.4	8.25	2.8
Level 3	10.70	4.8	10.75	5.1	—	—
Cashiers, all workers	10.21	8.3	—	—	8.24	2.5
Cashiers	10.21	8.3	—	—	8.24	2.5
Retail salespersons	10.34	3.8	11.89	11.1	—	—
Office and administrative support occupations	14.75	4.0	15.35	4.5	11.17	6.3
Level 1	9.15	4.7	—	—	8.86	2.9
Level 2	10.48	5.2	10.42	5.7	11.10	2.6
Level 3	12.42	4.1	12.76	4.0	11.11	7.7
Level 4	15.23	3.3	15.25	3.7	15.08	9.0
Level 5	15.84	6.1	15.84	6.1	—	—
Level 6	19.28	5.0	19.46	4.7	—	—
Level 7	24.48	5.2	24.48	5.2	—	—
Not able to be leveled	15.88	10.3	16.07	10.3	—	—

See footnotes at end of table.

Table 2. **Civilian workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Buffalo-Niagara-Cattaraugus, NY CSA, July 2007 — Continued**

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Office and administrative support occupations						
—Continued						
First-line supervisors/managers of office and administrative support workers	\$22.10	12.1	\$22.66	11.5	—	—
Financial clerks	13.95	3.4	14.36	4.0	\$11.12	4.4
Level 3	11.36	4.2	11.92	1.9	—	—
Level 4	13.95	2.3	14.05	2.4	—	—
Level 5	15.35	8.2	15.35	8.2	—	—
Bookkeeping, accounting, and auditing clerks	14.95	6.8	15.12	7.0	—	—
Level 5	18.05	6.3	18.05	6.3	—	—
Payroll and timekeeping clerks	15.91	9.0	—	—	—	—
Tellers	12.08	3.4	12.91	9.8	—	—
Customer service representatives	13.19	13.4	13.15	13.7	—	—
Level 4	21.16	21.2	—	—	—	—
Order clerks	14.35	4.2	—	—	—	—
Receptionists and information clerks	10.04	7.7	—	—	—	—
Shipping, receiving, and traffic clerks	12.66	7.4	12.66	7.4	—	—
Secretaries and administrative assistants	17.47	7.6	17.49	8.2	—	—
Level 4	15.58	7.3	—	—	—	—
Not able to be leveled	18.36	8.9	—	—	—	—
Secretaries, except legal, medical, and executive	15.92	9.6	15.74	10.7	—	—
Level 4	15.58	7.3	—	—	—	—
Data entry and information processing workers	12.95	6.6	12.91	10.7	—	—
Word processors and typists	15.16	5.0	—	—	—	—
Office clerks, general	13.19	6.4	13.61	5.7	—	—
Level 2	10.95	4.3	—	—	—	—
Level 4	14.19	5.7	14.19	5.7	—	—
Construction and extraction occupations	23.74	12.3	23.76	12.3	—	—
Installation, maintenance, and repair occupations	21.15	10.4	21.15	10.4	—	—
Level 5	17.68	10.1	17.68	10.1	—	—
Level 6	25.20	9.9	25.20	9.9	—	—
Level 7	30.62	2.7	30.62	2.7	—	—
Industrial machinery installation, repair, and maintenance workers	24.19	16.2	24.19	16.2	—	—
Level 5	21.13	17.6	21.13	17.6	—	—
Level 7	29.27	2.4	29.27	2.4	—	—
Industrial machinery mechanics	26.61	24.7	26.61	24.7	—	—
Production occupations	17.39	4.0	17.74	3.3	—	—
Level 1	9.57	3.6	—	—	—	—
Level 2	11.63	7.6	11.63	7.6	—	—
Level 3	20.51	.4	20.51	.4	—	—
Level 4	17.71	8.2	17.71	8.2	—	—
Level 5	18.19	7.9	18.19	7.9	—	—
Level 6	18.43	7.2	18.43	7.2	—	—
Level 7	25.87	10.2	28.11	6.8	—	—
First-line supervisors/managers of production and operating workers	28.19	6.3	28.19	6.3	—	—
Miscellaneous assemblers and fabricators	17.83	.8	17.83	.8	—	—
Machine tool cutting setters, operators, and tenders, metal and plastic	20.13	5.4	20.13	5.4	—	—
Machinists	16.44	7.7	—	—	—	—
Welding, soldering, and brazing workers	19.41	.9	19.41	.9	—	—
Inspectors, testers, sorters, samplers, and weighers	17.98	11.9	17.98	11.9	—	—
Packaging and filling machine operators and tenders	12.13	16.6	—	—	—	—
Miscellaneous production workers	16.81	11.8	16.90	11.3	—	—
Transportation and material moving occupations	16.05	11.5	16.58	11.1	9.82	14.8
Level 1	9.26	10.9	9.58	12.5	7.95	5.4
Level 2	13.51	5.3	13.57	5.4	—	—
Level 3	19.16	18.9	19.46	19.3	—	—
Level 4	16.21	5.7	16.50	6.1	—	—
Driver/sales workers and truck drivers	20.01	10.0	20.01	10.0	—	—
Truck drivers, heavy and tractor-trailer	19.79	7.1	19.79	7.1	—	—

See footnotes at end of table.

Table 2. **Civilian workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Buffalo-Niagara-Cattaraugus, NY CSA, July 2007** — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Transportation and material moving occupations —Continued						
Laborers and material movers, hand	\$11.27	11.9	\$11.85	15.0	—	—
Level 1	9.35	13.6	—	—	—	—
Laborers and freight, stock, and material movers, hand	9.90	17.0	10.06	19.0	—	—

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

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

³ Each occupation for which data are collected in an establishment is evaluated based on four factors, including knowledge, job controls and complexity, contacts, and physical environment. The knowledge factor is tailored to 24 families of closely related jobs. Points are assigned based on the

occupation's rank within each factor. The points are summed to determine the overall level of the occupation. See appendix A for more information.

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Table 3. Private industry workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Buffalo-Niagara-Cattaraugus, NY CSA, July 2007

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
All workers	\$17.56	4.0	\$18.54	4.1	\$11.27	8.8
Management occupations	31.59	11.1	31.74	11.6	—	—
Level 9	24.37	22.1	23.53	26.5	—	—
Not able to be leveled	39.90	4.2	39.90	4.2	—	—
Business and financial operations occupations	23.93	5.1	23.90	5.4	—	—
Level 7	21.46	4.8	21.46	4.8	—	—
Level 9	28.38	4.4	29.59	4.3	—	—
Not able to be leveled	23.52	8.9	23.52	8.9	—	—
Computer and mathematical science occupations	25.07	7.8	25.19	7.9	—	—
Life, physical, and social science occupations	20.46	3.3	20.46	3.3	—	—
Community and social services occupations	20.23	3.4	19.65	6.7	—	—
Social workers	21.60	3.8	—	—	—	—
Education, training, and library occupations	23.84	16.4	23.80	16.6	—	—
Level 7	14.63	21.8	14.12	20.3	—	—
Primary, secondary, and special education school teachers	14.98	15.4	14.62	14.7	—	—
Elementary and middle school teachers	17.84	14.1	—	—	—	—
Arts, design, entertainment, sports, and media occupations	20.65	6.5	20.65	6.5	—	—
Designers	18.15	14.6	18.15	14.6	—	—
Healthcare practitioner and technical occupations	25.40	4.1	25.39	4.3	25.44	12.3
Level 7	19.61	4.2	—	—	—	—
Level 8	27.39	4.1	27.88	3.2	26.10	8.2
Registered nurses	27.65	5.7	27.36	6.8	28.09	9.4
Level 8	28.29	4.0	29.86	.5	26.10	8.2
Healthcare support occupations	13.30	10.2	13.36	11.0	12.54	7.8
Nursing, psychiatric, and home health aides	11.81	1.0	—	—	11.46	2.9
Level 2	11.71	5.3	—	—	—	—
Nursing aides, orderlies, and attendants	11.81	1.0	—	—	11.46	2.9
Level 2	11.71	5.3	—	—	—	—
Miscellaneous healthcare support occupations	13.11	20.6	—	—	—	—
Protective service occupations	9.59	19.9	—	—	—	—
Food preparation and serving related occupations	8.61	3.5	9.30	3.3	7.10	1.4
Level 1	7.76	2.2	8.61	5.4	7.43	1.3
Level 2	8.68	4.0	—	—	6.72	5.2
Level 3	8.48	1.4	—	—	—	—
Level 4	10.00	5.6	—	—	—	—
Cooks	10.89	6.2	12.17	8.1	—	—
Food service, tipped	5.47	6.2	5.65	6.7	5.34	9.2
Level 2	4.87	11.6	—	—	—	—
Bartenders	6.27	5.7	—	—	—	—
Waiters and waitresses	4.42	4.4	—	—	4.58	1.2
Fast food and counter workers	9.38	5.8	—	—	—	—
Building and grounds cleaning and maintenance occupations	12.11	10.7	12.23	11.3	—	—
Level 1	11.80	14.4	12.04	16.1	—	—
Building cleaning workers	11.42	8.9	11.54	9.5	—	—
Level 1	12.14	12.9	12.44	14.4	—	—
Janitors and cleaners, except maids and housekeeping cleaners	12.13	7.2	12.24	7.7	—	—
Level 1	13.92	7.3	—	—	—	—
Personal care and service occupations	12.50	19.1	14.56	13.5	10.04	26.2
Level 2	8.26	8.2	—	—	—	—
Child care workers	9.03	13.9	10.77	2.3	—	—

See footnotes at end of table.

Table 3. Private industry workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Buffalo-Niagara-Cattaraugus, NY CSA, July 2007 — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Sales and related occupations	\$13.20	5.9	\$15.12	8.0	\$8.33	0.7
Level 3	10.79	4.2	10.88	4.2	—	—
Retail sales workers	10.23	3.7	11.36	4.4	8.17	2.6
Level 3	10.67	5.1	10.75	5.1	—	—
Cashiers, all workers	10.17	8.7	—	—	8.04	.5
Cashiers	10.17	8.7	—	—	8.04	.5
Retail salespersons	10.34	3.8	11.89	11.1	—	—
Office and administrative support occupations	14.17	4.3	14.70	4.7	11.11	6.8
Level 2	10.18	5.2	10.11	5.6	—	—
Level 3	12.48	4.2	12.76	4.0	11.13	9.4
Level 4	15.07	3.7	15.09	4.2	—	—
Level 5	15.20	5.4	15.20	5.4	—	—
Level 6	17.59	4.9	17.89	4.9	—	—
Not able to be leveled	16.15	10.6	16.38	10.5	—	—
First-line supervisors/managers of office and administrative support workers	22.10	12.1	22.66	11.5	—	—
Financial clerks	13.44	2.8	13.82	2.8	11.04	4.6
Level 3	11.36	4.2	11.92	1.9	—	—
Level 4	13.77	2.2	13.86	2.3	—	—
Bookkeeping, accounting, and auditing clerks	14.27	7.5	14.40	7.5	—	—
Tellers	12.08	3.4	12.91	9.8	—	—
Customer service representatives	13.19	13.4	13.15	13.7	—	—
Level 4	21.16	21.2	—	—	—	—
Order clerks	14.35	4.2	—	—	—	—
Secretaries and administrative assistants	15.20	5.5	14.91	5.6	—	—
Not able to be leveled	18.36	8.9	—	—	—	—
Secretaries, except legal, medical, and executive	14.37	5.0	13.90	4.3	—	—
Office clerks, general	13.03	7.2	13.42	6.2	—	—
Construction and extraction occupations	24.04	13.3	24.07	13.4	—	—
Installation, maintenance, and repair occupations	21.39	11.5	21.39	11.5	—	—
Level 5	17.68	10.1	17.68	10.1	—	—
Level 7	30.62	2.7	30.62	2.7	—	—
Industrial machinery installation, repair, and maintenance workers	25.78	17.6	25.78	17.6	—	—
Level 5	21.13	17.6	21.13	17.6	—	—
Level 7	29.27	2.4	29.27	2.4	—	—
Industrial machinery mechanics	26.61	24.7	26.61	24.7	—	—
Production occupations	17.38	4.1	17.74	3.3	—	—
Level 1	9.57	3.6	—	—	—	—
Level 2	11.63	7.6	11.63	7.6	—	—
Level 3	20.51	.4	20.51	.4	—	—
Level 4	17.71	8.2	17.71	8.2	—	—
Level 5	18.16	8.4	18.16	8.4	—	—
Level 6	18.43	7.2	18.43	7.2	—	—
Level 7	25.87	10.2	28.11	6.8	—	—
First-line supervisors/managers of production and operating workers	28.19	6.3	28.19	6.3	—	—
Miscellaneous assemblers and fabricators	17.83	.8	17.83	.8	—	—
Machine tool cutting setters, operators, and tenders, metal and plastic	20.13	5.4	20.13	5.4	—	—
Machinists	16.44	7.7	—	—	—	—
Welding, soldering, and brazing workers	19.41	.9	19.41	.9	—	—
Inspectors, testers, sorters, samplers, and weighers	17.92	13.1	17.92	13.1	—	—
Packaging and filling machine operators and tenders	12.13	16.6	—	—	—	—
Miscellaneous production workers	16.81	11.8	16.90	11.3	—	—
Transportation and material moving occupations	15.93	12.4	16.41	11.7	9.03	14.3
Level 1	9.24	11.1	9.58	12.5	—	—
Level 2	13.51	5.3	13.57	5.4	—	—
Level 3	19.46	19.3	19.46	19.3	—	—
Level 4	14.72	3.2	14.97	2.5	—	—
Driver/sales workers and truck drivers	19.95	10.3	19.95	10.3	—	—

See footnotes at end of table.

Table 3. Private industry workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Buffalo-Niagara-Cattaraugus, NY CSA, July 2007 — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Transportation and material moving occupations						
—Continued						
Truck drivers, heavy and tractor-trailer	\$19.79	7.1	\$19.79	7.1	—	—
Laborers and material movers, hand	11.27	11.9	11.85	15.0	—	—
Level 1	9.35	13.6	—	—	—	—
Laborers and freight, stock, and material movers, hand	9.90	17.0	10.06	19.0	—	—

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

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

³ Each occupation for which data are collected in an establishment is evaluated based on four factors, including knowledge, job controls and complexity, contacts, and physical environment. The knowledge factor is tailored to 24 families of closely related jobs. Points are assigned based on the

occupation's rank within each factor. The points are summed to determine the overall level of the occupation. See appendix A for more information.

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Table 4. State and local government workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Buffalo-Niagara-Cattaraugus, NY CSA, July 2007

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
All workers	\$25.15	5.7	\$26.68	5.3	\$12.44	12.0
Legal occupations	51.55	14.6	—	—	—	—
Education, training, and library occupations	36.05	4.9	37.25	4.3	—	—
Level 9	37.69	3.0	37.69	3.0	—	—
Not able to be leveled	28.31	3.9	31.50	9.0	—	—
Postsecondary teachers	46.17	29.2	56.94	22.7	—	—
Primary, secondary, and special education school teachers	37.44	2.6	37.44	2.6	—	—
Level 9	37.69	3.0	37.69	3.0	—	—
Elementary and middle school teachers	38.57	5.4	38.57	5.4	—	—
Elementary school teachers, except special education	39.41	3.7	39.41	3.7	—	—
Secondary school teachers	36.99	1.6	36.99	1.6	—	—
Level 9	37.61	.0	37.61	.0	—	—
Secondary school teachers, except special and vocational education	35.19	.3	35.19	.3	—	—
Level 9	34.98	.0	34.98	.0	—	—
Healthcare practitioner and technical occupations	19.85	4.9	19.85	4.9	—	—
Protective service occupations	24.02	5.2	24.27	4.7	—	—
Police officers	25.59	6.8	25.59	6.8	—	—
Police and sheriff's patrol officers	25.59	6.8	25.59	6.8	—	—
Building and grounds cleaning and maintenance occupations	14.02	6.4	14.48	4.8	—	—
Building cleaning workers	13.99	2.0	13.99	2.0	—	—
Janitors and cleaners, except maids and housekeeping cleaners	13.74	1.5	13.74	1.5	—	—
Personal care and service occupations	11.07	10.9	—	—	9.63	9.4
Level 2	8.59	2.8	—	—	—	—
Recreation and fitness workers	9.56	4.9	—	—	—	—
Recreation workers	9.56	4.9	—	—	—	—
Office and administrative support occupations	18.34	9.5	19.19	9.1	11.67	10.6
Level 2	13.01	1.5	—	—	—	—
Level 4	16.45	5.1	16.46	5.8	—	—
Financial clerks	18.05	6.1	18.39	5.9	—	—
Secretaries and administrative assistants	22.37	5.8	22.37	5.8	—	—
Data entry and information processing workers	14.44	8.0	—	—	—	—

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

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

³ Each occupation for which data are collected in an establishment is evaluated based on four factors, including knowledge, job controls and complexity, contacts, and physical environment. The knowledge factor is tailored to 24 families of closely related jobs. Points are assigned based on the

occupation's rank within each factor. The points are summed to determine the overall level of the occupation. See appendix A for more information.

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Table 5. Combined work levels¹ for civilian workers: Mean hourly earnings² for full-time and part-time workers³, Buffalo-Niagara-Cattaraugus, NY CSA, July 2007

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
All workers	\$18.78	3.7	\$19.88	3.8	\$11.42	7.7
Management occupations	33.60	10.9	33.88	11.3	—	—
Group II	23.81	15.5	—	—	—	—
Group III	29.93	15.6	—	—	—	—
Education administrators	30.90	43.4	30.90	43.4	—	—
Business and financial operations occupations	23.83	4.6	23.64	4.7	—	—
Group II	22.18	4.5	—	—	—	—
Group III	27.33	7.0	—	—	—	—
Accountants and auditors	25.78	8.6	26.27	10.9	—	—
Computer and mathematical science occupations	26.61	5.0	26.73	4.9	—	—
Group II	26.17	6.5	—	—	—	—
Group III	30.07	6.4	—	—	—	—
Life, physical, and social science occupations	22.63	14.3	23.98	14.7	—	—
Community and social services occupations	20.01	3.3	19.40	6.6	—	—
Group II	15.62	8.3	—	—	—	—
Group III	21.07	1.9	—	—	—	—
Social workers	21.60	3.8	—	—	—	—
Legal occupations	51.55	14.6	—	—	—	—
Education, training, and library occupations	31.87	7.1	32.52	7.1	15.97	13.3
Group II	24.91	15.9	—	—	—	—
Group III	39.31	5.1	—	—	—	—
Postsecondary teachers	38.12	20.7	40.89	23.9	—	—
Group III	47.56	26.5	—	—	—	—
Arts, communications, and humanities teachers, postsecondary	60.98	25.3	61.21	25.4	—	—
Primary, secondary, and special education school teachers	32.47	8.7	32.47	8.7	—	—
Group II	26.55	26.4	—	—	—	—
Group III	37.33	3.2	—	—	—	—
Elementary and middle school teachers	32.57	10.7	32.57	10.8	—	—
Group II	32.38	17.6	—	—	—	—
Group III	37.05	5.5	—	—	—	—
Elementary school teachers, except special education	32.21	12.0	32.19	12.1	—	—
Group II	33.09	15.7	33.08	16.1	—	—
Group III	37.68	3.9	37.68	3.9	—	—
Secondary school teachers	36.99	1.6	36.99	1.6	—	—
Group III	37.61	.0	—	—	—	—
Secondary school teachers, except special and vocational education	35.19	.3	35.19	.3	—	—
Group III	35.18	1.4	35.18	1.4	—	—
Teacher assistants	10.60	7.1	—	—	—	—
Arts, design, entertainment, sports, and media occupations	20.48	6.9	20.65	6.5	—	—
Designers	18.15	14.6	18.15	14.6	—	—
Healthcare practitioner and technical occupations	23.81	3.5	23.40	4.4	25.44	12.3
Group II	22.64	4.1	—	—	—	—
Group III	28.18	11.7	—	—	—	—
Registered nurses	25.77	4.4	24.96	3.7	28.09	9.4
Group II	24.73	5.1	24.52	6.6	25.34	7.5
Group III	27.11	10.0	—	—	—	—
Licensed practical and licensed vocational nurses	16.56	2.0	—	—	—	—
Healthcare support occupations	13.65	8.9	13.75	9.7	12.51	6.1
Group I	13.40	9.5	—	—	—	—
Nursing, psychiatric, and home health aides	13.47	7.4	13.78	8.7	11.77	2.7
Group I	13.55	7.6	—	—	—	—
Nursing aides, orderlies, and attendants	12.17	3.2	—	—	11.46	2.9

See footnotes at end of table.

Table 5. **Combined work levels¹ for civilian workers: Mean hourly earnings² for full-time and part-time workers³, Buffalo-Niagara-Cattaraugus, NY CSA, July 2007 — Continued**

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Healthcare support occupations —Continued						
Nursing aides, orderlies, and attendants —Continued						
Group I	\$12.17	3.5	—	—	\$10.62	0.9
Miscellaneous healthcare support occupations	13.11	20.6	—	—	—	—
Protective service occupations	19.44	13.5	\$21.24	12.9	10.48	23.6
Group I	13.33	20.1	—	—	—	—
Group II	24.27	5.6	—	—	—	—
Police officers	25.59	6.8	25.59	6.8	—	—
Group II	25.23	6.9	—	—	—	—
Police and sheriff's patrol officers	25.59	6.8	25.59	6.8	—	—
Group II	25.23	6.9	25.23	6.9	—	—
Food preparation and serving related occupations	8.82	2.7	9.54	2.8	7.22	2.5
Group I	8.62	3.4	—	—	—	—
Cooks	11.13	5.9	12.39	7.8	—	—
Group I	11.13	5.9	—	—	—	—
Food service, tipped	5.47	6.2	5.65	6.7	5.34	9.2
Group I	5.47	6.2	—	—	—	—
Bartenders	6.27	5.7	—	—	—	—
Group I	6.27	5.7	—	—	—	—
Waiters and waitresses	4.42	4.4	—	—	4.58	1.2
Group I	4.42	4.4	—	—	4.58	1.2
Fast food and counter workers	9.41	5.4	—	—	—	—
Group I	9.41	5.4	—	—	—	—
Building and grounds cleaning and maintenance occupations	12.78	7.2	13.01	7.5	—	—
Group I	12.42	7.7	—	—	—	—
Building cleaning workers	12.29	6.0	12.39	6.4	—	—
Group I	12.33	6.9	—	—	—	—
Janitors and cleaners, except maids and housekeeping cleaners	12.70	4.5	12.78	4.8	—	—
Group I	12.82	5.0	12.92	5.3	—	—
Maids and housekeeping cleaners	10.01	25.2	—	—	—	—
Group I	10.01	25.2	—	—	—	—
Grounds maintenance workers	14.36	20.5	—	—	—	—
Group I	12.98	19.7	—	—	—	—
Landscaping and groundskeeping workers	14.36	20.5	—	—	—	—
Group I	12.98	19.7	—	—	—	—
Personal care and service occupations	11.88	12.0	13.91	9.2	9.84	13.7
Group I	10.43	10.9	—	—	—	—
Child care workers	9.54	13.3	10.77	2.3	—	—
Group I	8.57	11.8	—	—	—	—
Recreation and fitness workers	9.47	4.4	—	—	8.99	1.0
Group I	9.47	4.4	—	—	—	—
Recreation workers	9.47	4.4	—	—	8.99	1.0
Group I	9.47	4.4	—	—	8.99	1.0
Sales and related occupations	13.44	6.1	15.43	8.2	8.40	1.2
Group I	9.81	5.4	—	—	—	—
Group II	25.70	12.0	—	—	—	—
Retail sales workers	10.24	3.6	11.36	4.4	8.25	2.8
Group I	9.46	7.0	—	—	—	—
Cashiers, all workers	10.21	8.3	—	—	8.24	2.5
Group I	10.20	9.1	—	—	—	—
Cashiers	10.21	8.3	—	—	8.24	2.5
Group I	10.20	9.1	—	—	8.24	2.5
Retail salespersons	10.34	3.8	11.89	11.1	—	—
Office and administrative support occupations	14.75	4.0	15.35	4.5	11.17	6.3
Group I	12.97	4.1	—	—	—	—
Group II	18.99	7.7	—	—	—	—
First-line supervisors/managers of office and administrative support workers	22.10	12.1	22.66	11.5	—	—

See footnotes at end of table.

Table 5. Combined work levels¹ for civilian workers: Mean hourly earnings² for full-time and part-time workers³, Buffalo-Niagara-Cattaraugus, NY CSA, July 2007 — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Office and administrative support occupations						
—Continued						
First-line supervisors/managers of office and administrative support workers —Continued						
Group II	\$22.53	14.0	—	—	—	—
Financial clerks	13.95	3.4	\$14.36	4.0	\$11.12	4.4
Group I	12.92	3.1	—	—	—	—
Group II	15.69	7.4	—	—	—	—
Bookkeeping, accounting, and auditing clerks	14.95	6.8	15.12	7.0	—	—
Group I	12.85	5.5	12.97	5.9	—	—
Group II	17.92	4.1	17.92	4.1	—	—
Payroll and timekeeping clerks	15.91	9.0	—	—	—	—
Tellers	12.08	3.4	12.91	9.8	—	—
Group I	12.08	3.4	12.91	9.8	—	—
Customer service representatives	13.19	13.4	13.15	13.7	—	—
Group I	13.08	20.0	13.03	20.4	—	—
Order clerks	14.35	4.2	—	—	—	—
Receptionists and information clerks	10.04	7.7	—	—	—	—
Group I	10.04	7.7	—	—	—	—
Shipping, receiving, and traffic clerks	12.66	7.4	12.66	7.4	—	—
Secretaries and administrative assistants	17.47	7.6	17.49	8.2	—	—
Group I	14.52	5.3	—	—	—	—
Secretaries, except legal, medical, and executive	15.92	9.6	15.74	10.7	—	—
Group I	14.53	5.3	14.06	4.3	—	—
Data entry and information processing workers	12.95	6.6	12.91	10.7	—	—
Group I	13.13	7.5	—	—	—	—
Word processors and typists	15.16	5.0	—	—	—	—
Office clerks, general	13.19	6.4	13.61	5.7	—	—
Group I	12.17	6.1	12.56	4.8	—	—
Construction and extraction occupations	23.74	12.3	23.76	12.3	—	—
Group I	16.40	2.8	—	—	—	—
Group II	27.91	3.0	—	—	—	—
Installation, maintenance, and repair occupations	21.15	10.4	21.15	10.4	—	—
Group II	22.36	10.9	—	—	—	—
Industrial machinery installation, repair, and maintenance workers	24.19	16.2	24.19	16.2	—	—
Group II	25.91	17.4	—	—	—	—
Industrial machinery mechanics	26.61	24.7	26.61	24.7	—	—
Group II	26.61	24.7	26.61	24.7	—	—
Production occupations	17.39	4.0	17.74	3.3	—	—
Group I	16.43	2.1	—	—	—	—
Group II	20.41	6.4	—	—	—	—
First-line supervisors/managers of production and operating workers	28.19	6.3	28.19	6.3	—	—
Group II	28.21	6.5	28.21	6.5	—	—
Miscellaneous assemblers and fabricators	17.83	.8	17.83	.8	—	—
Group I	18.57	5.2	—	—	—	—
Machine tool cutting setters, operators, and tenders, metal and plastic	20.13	5.4	20.13	5.4	—	—
Machinists	16.44	7.7	—	—	—	—
Welding, soldering, and brazing workers	19.41	.9	19.41	.9	—	—
Inspectors, testers, sorters, samplers, and weighers	17.98	11.9	17.98	11.9	—	—
Packaging and filling machine operators and tenders	12.13	16.6	—	—	—	—
Miscellaneous production workers	16.81	11.8	16.90	11.3	—	—
Group I	16.85	18.6	—	—	—	—
Transportation and material moving occupations	16.05	11.5	16.58	11.1	9.82	14.8
Group I	14.49	12.8	—	—	—	—
Group II	20.20	8.8	—	—	—	—
Driver/sales workers and truck drivers	20.01	10.0	20.01	10.0	—	—
Group I	19.04	19.4	—	—	—	—
Group II	20.28	9.0	—	—	—	—
Truck drivers, heavy and tractor-trailer	19.79	7.1	19.79	7.1	—	—

See footnotes at end of table.

Table 5. Combined work levels¹ for civilian workers: Mean hourly earnings² for full-time and part-time workers³, Buffalo-Niagara-Cattaraugus, NY CSA, July 2007 — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Transportation and material moving occupations						
—Continued						
Truck drivers, heavy and tractor-trailer —Continued						
Group I	\$21.38	16.2	\$21.38	16.2	—	—
Laborers and material movers, hand	11.27	11.9	11.85	15.0	—	—
Group I	11.27	11.9	—	—	—	—
Laborers and freight, stock, and material movers, hand	9.90	17.0	10.06	19.0	—	—
Group I	9.90	17.0	10.06	19.0	—	—

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

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

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

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

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Table 6. Civilian workers: Hourly wage percentiles¹, Buffalo-Niagara-Cattaraugus, NY CSA, July 2007

Occupation ²	10	25	Median 50	75	90
All workers	\$8.20	\$11.04	\$15.43	\$24.36	\$32.18
Management occupations	10.30	22.51	31.87	42.11	61.82
Education administrators	10.30	10.30	23.94	61.82	61.82
Business and financial operations occupations	16.48	19.45	23.17	27.51	30.81
Accountants and auditors	16.86	24.42	24.52	26.15	39.88
Computer and mathematical science occupations	15.71	22.41	28.03	30.71	34.91
Life, physical, and social science occupations	13.45	16.00	21.66	21.66	33.52
Community and social services occupations	15.24	18.11	21.17	21.17	22.94
Social workers	19.47	21.17	21.17	21.17	27.32
Legal occupations	28.33	46.27	56.25	62.58	62.91
Education, training, and library occupations	13.00	20.94	29.68	39.55	52.17
Postsecondary teachers	19.71	24.34	31.43	41.79	58.79
Arts, communications, and humanities teachers, postsecondary	41.79	41.79	51.53	72.65	96.37
Primary, secondary, and special education school teachers	15.30	24.93	32.50	39.55	53.33
Elementary and middle school teachers	15.91	20.06	31.96	38.66	52.14
Elementary school teachers, except special education	15.30	18.62	32.74	38.66	51.78
Secondary school teachers	24.93	28.01	35.05	46.08	53.33
Secondary school teachers, except special and vocational education	23.50	27.54	34.85	40.01	46.53
Teacher assistants	7.89	8.12	8.56	12.34	19.49
Arts, design, entertainment, sports, and media occupations	11.00	15.10	18.75	29.00	30.90
Designers	10.35	13.50	18.75	21.25	26.77
Healthcare practitioner and technical occupations	15.63	19.29	23.67	26.68	31.67
Registered nurses	19.29	21.91	24.84	30.24	32.10
Licensed practical and licensed vocational nurses	14.87	15.74	16.14	18.16	18.16
Healthcare support occupations	9.00	11.53	14.00	15.43	16.60
Nursing, psychiatric, and home health aides	10.26	11.43	12.98	15.22	17.37
Nursing aides, orderlies, and attendants	10.18	10.55	11.85	13.27	14.88
Miscellaneous healthcare support occupations	9.00	9.00	15.43	15.43	15.43
Protective service occupations	7.39	8.00	22.59	26.87	29.64
Police officers	18.93	23.15	26.87	29.64	29.73
Police and sheriff's patrol officers	18.93	23.15	26.87	29.64	29.73
Food preparation and serving related occupations	4.95	7.40	8.05	10.12	11.92
Cooks	7.31	7.75	11.53	13.39	14.83
Food service, tipped	3.85	4.50	4.60	7.15	7.27
Bartenders	4.50	4.50	7.15	7.15	9.00
Waiters and waitresses	3.85	4.35	4.60	4.60	4.95
Fast food and counter workers	8.00	8.50	10.12	10.12	10.12
Building and grounds cleaning and maintenance occupations	7.50	9.93	12.64	14.47	17.14
Building cleaning workers	7.51	10.05	12.63	14.20	17.00
Janitors and cleaners, except maids and housekeeping cleaners	8.50	11.14	12.64	14.20	17.00
Maids and housekeeping cleaners	6.75	6.75	7.35	15.30	16.09
Grounds maintenance workers	6.44	7.62	14.99	20.15	20.15
Landscaping and groundskeeping workers	6.44	7.62	14.99	20.15	20.15
Personal care and service occupations	7.20	8.50	9.55	15.30	17.38
Child care workers	7.15	7.20	9.28	11.68	12.26
Recreation and fitness workers	8.00	8.50	8.50	9.50	13.00
Recreation workers	8.00	8.50	8.50	9.50	13.00
Sales and related occupations	7.75	8.25	11.54	13.15	24.25

See footnotes at end of table.

Table 6. Civilian workers: Hourly wage percentiles¹, Buffalo-Niagara-Cattaraugus, NY CSA, July 2007 — Continued

Occupation ²	10	25	Median 50	75	90
Sales and related occupations —Continued					
Retail sales workers	\$7.50	\$8.00	\$9.20	\$11.54	\$12.76
Cashiers, all workers	7.50	8.26	11.54	11.54	11.54
Cashiers	7.50	8.26	11.54	11.54	11.54
Retail salespersons	7.50	7.75	8.25	10.25	16.88
Office and administrative support occupations					
First-line supervisors/managers of office and administrative support workers	9.12	11.26	13.87	16.60	21.65
Financial clerks	13.94	17.27	22.85	28.15	28.15
Bookkeeping, accounting, and auditing clerks	10.35	12.56	13.50	15.00	17.66
Payroll and timekeeping clerks	10.23	12.75	13.63	17.66	19.95
Tellers	12.71	12.71	15.51	16.82	18.25
Customer service representatives	10.10	10.20	11.88	13.81	15.13
Order clerks	9.00	9.50	11.44	15.24	16.60
Receptionists and information clerks	12.25	14.15	14.15	14.15	15.00
Shipping, receiving, and traffic clerks	9.09	9.09	9.09	10.67	13.56
Secretaries and administrative assistants	9.45	10.34	12.67	15.40	15.40
Secretaries, except legal, medical, and executive	12.66	13.79	16.42	21.31	24.22
Data entry and information processing workers	11.70	12.96	14.42	19.47	22.92
Word processors and typists	9.99	10.12	12.79	14.08	17.40
Office clerks, general	12.20	13.38	14.47	17.36	18.11
	8.75	10.17	12.00	15.99	18.00
Construction and extraction occupations					
	15.98	16.21	25.65	28.50	28.50
Installation, maintenance, and repair occupations					
Industrial machinery installation, repair, and maintenance workers	11.47	16.25	19.49	25.10	32.29
Industrial machinery mechanics	17.48	18.35	21.36	32.20	32.63
	17.48	19.49	32.20	32.63	32.63
Production occupations					
First-line supervisors/managers of production and operating workers	10.00	12.25	15.00	21.75	28.53
Miscellaneous assemblers and fabricators	19.17	29.21	29.21	30.90	32.22
Machine tool cutting setters, operators, and tenders, metal and plastic	13.18	14.42	14.85	18.07	29.12
Machinists	14.50	14.98	18.75	28.28	28.95
Welding, soldering, and brazing workers	13.62	14.80	15.72	18.44	21.70
Inspectors, testers, sorters, samplers, and weighers	14.50	14.50	17.99	20.50	28.28
Packaging and filling machine operators and tenders	14.16	14.79	14.79	18.69	28.53
Miscellaneous production workers	6.75	6.75	12.75	15.56	17.30
	11.33	12.00	12.37	24.22	28.43
Transportation and material moving occupations					
Driver/sales workers and truck drivers	7.96	11.25	14.50	19.06	24.86
Truck drivers, heavy and tractor-trailer	11.31	14.75	17.97	24.86	28.90
Laborers and material movers, hand	14.00	14.75	17.17	22.40	31.07
Laborers and freight, stock, and material movers, hand	7.75	7.96	9.50	14.00	15.38
	7.96	7.96	7.96	9.50	14.80

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

nonproduction bonuses; and tips.

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Table 7. Private industry workers: Hourly wage percentiles¹, Buffalo-Niagara-Cattaraugus, NY CSA, July 2007

Occupation ²	10	25	Median 50	75	90
All workers	\$8.05	\$10.30	\$14.79	\$22.22	\$30.49
Management occupations	10.30	19.08	31.87	37.54	51.81
Business and financial operations occupations	16.48	19.71	23.54	28.13	30.68
Computer and mathematical science occupations	14.40	16.35	28.03	29.71	30.71
Life, physical, and social science occupations	14.94	17.30	21.66	21.66	23.23
Community and social services occupations	16.38	18.11	21.17	21.17	22.94
Social workers	19.47	21.17	21.17	21.17	27.32
Education, training, and library occupations	8.45	16.06	20.06	30.03	41.82
Primary, secondary, and special education school teachers	8.45	8.45	15.30	17.92	20.06
Elementary and middle school teachers	12.51	15.30	17.24	18.62	25.99
Arts, design, entertainment, sports, and media occupations	11.00	15.10	18.75	29.00	30.90
Designers	10.35	13.50	18.75	21.25	26.77
Healthcare practitioner and technical occupations	17.73	20.90	25.33	29.26	31.67
Registered nurses	19.29	23.67	29.68	31.67	32.78
Healthcare support occupations	9.00	10.55	14.00	15.43	15.43
Nursing, psychiatric, and home health aides	10.05	10.45	11.63	12.96	13.62
Nursing aides, orderlies, and attendants	10.05	10.45	11.63	12.96	13.62
Miscellaneous healthcare support occupations	9.00	9.00	15.43	15.43	15.43
Protective service occupations	7.15	7.15	7.39	7.39	19.16
Food preparation and serving related occupations	4.95	7.39	8.05	10.12	11.53
Cooks	7.31	7.75	11.00	13.39	15.14
Food service, tipped	3.85	4.50	4.60	7.15	7.27
Bartenders	4.50	4.50	7.15	7.15	9.00
Waiters and waitresses	3.85	4.35	4.60	4.60	4.95
Fast food and counter workers	8.00	8.50	10.12	10.12	10.12
Building and grounds cleaning and maintenance occupations	7.25	8.50	11.28	14.20	17.00
Building cleaning workers	7.15	8.50	11.14	14.20	17.00
Janitors and cleaners, except maids and housekeeping cleaners	8.50	10.05	11.28	14.20	17.00
Personal care and service occupations	7.20	8.40	10.13	15.55	20.14
Child care workers	7.15	7.20	8.40	11.68	11.77
Sales and related occupations	7.63	8.25	11.54	13.15	24.25
Retail sales workers	7.50	8.00	9.20	11.54	12.56
Cashiers, all workers	7.50	8.26	11.54	11.54	11.54
Cashiers	7.50	8.26	11.54	11.54	11.54
Retail salespersons	7.50	7.75	8.25	10.25	16.88
Office and administrative support occupations	9.12	11.00	13.54	15.95	19.47
First-line supervisors/managers of office and administrative support workers	13.94	17.27	22.85	28.15	28.15
Financial clerks	10.23	12.50	13.29	14.88	15.68
Bookkeeping, accounting, and auditing clerks	10.23	12.75	13.61	17.66	18.25
Tellers	10.10	10.20	11.88	13.81	15.13
Customer service representatives	9.00	9.50	11.44	15.24	16.60
Order clerks	12.25	14.15	14.15	14.15	15.00
Secretaries and administrative assistants	11.35	12.66	14.42	16.50	19.47
Secretaries, except legal, medical, and executive	10.52	12.66	14.09	16.50	18.86
Office clerks, general	8.75	10.00	12.00	15.99	18.00
Construction and extraction occupations	15.98	16.21	28.50	28.50	28.50
Installation, maintenance, and repair occupations	11.00	16.25	19.50	30.49	32.29

See footnotes at end of table.

Table 7. Private industry workers: Hourly wage percentiles¹, Buffalo-Niagara-Cattaraugus, NY CSA, July 2007 — Continued

Occupation ²	10	25	Median 50	75	90
Installation, maintenance, and repair occupations					
—Continued					
Industrial machinery installation, repair, and maintenance workers	\$17.48	\$19.56	\$25.10	\$32.54	\$32.63
Industrial machinery mechanics	17.48	19.49	32.20	32.63	32.63
Production occupations					
First-line supervisors/managers of production and operating workers	9.75	12.25	14.98	22.02	28.53
Miscellaneous assemblers and fabricators	19.17	29.21	29.21	30.90	32.22
Machine tool cutting setters, operators, and tenders, metal and plastic	13.18	14.42	14.85	18.07	29.12
Machinists	14.50	14.98	18.75	28.28	28.95
Welding, soldering, and brazing workers	13.62	14.80	15.72	18.44	21.70
Inspectors, testers, sorters, samplers, and weighers	14.50	14.50	17.99	20.50	28.28
Packaging and filling machine operators and tenders	14.16	14.79	14.79	15.98	28.53
Miscellaneous production workers	6.75	6.75	12.75	15.56	17.30
	11.33	12.00	12.37	24.22	28.43
Transportation and material moving occupations					
Driver/sales workers and truck drivers	7.96	10.63	14.34	18.07	24.86
Truck drivers, heavy and tractor-trailer	11.15	14.50	17.56	24.86	29.46
Laborers and material movers, hand	14.00	14.75	17.17	22.40	31.07
Laborers and freight, stock, and material movers, hand	7.75	7.96	9.50	14.00	15.38
	7.96	7.96	7.96	9.50	14.80

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

nonproduction bonuses; and tips.

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Table 8. State and local government workers: Hourly wage percentiles¹, Buffalo-Niagara-Cattaraugus, NY CSA, July 2007

Occupation ²	10	25	Median 50	75	90
All workers	\$11.63	\$15.53	\$22.16	\$30.39	\$43.27
Legal occupations	28.33	46.27	56.25	62.58	62.91
Education, training, and library occupations	20.71	27.15	34.73	41.95	53.33
Postsecondary teachers	13.00	26.50	41.79	52.14	96.37
Primary, secondary, and special education school teachers	26.32	28.31	35.76	45.30	53.33
Elementary and middle school teachers	27.25	30.53	36.96	46.57	54.14
Elementary school teachers, except special education	28.03	32.18	38.66	47.43	54.47
Secondary school teachers	24.93	28.01	35.05	46.08	53.33
Secondary school teachers, except special and vocational education	23.50	27.54	34.85	40.01	46.53
Healthcare practitioner and technical occupations	15.35	15.82	20.59	23.06	24.47
Protective service occupations	17.08	21.68	24.46	27.92	29.73
Police officers	18.93	23.15	26.87	29.64	29.73
Police and sheriff's patrol officers	18.93	23.15	26.87	29.64	29.73
Building and grounds cleaning and maintenance occupations	8.98	12.64	13.90	15.98	17.55
Building cleaning workers	10.14	12.64	13.90	15.98	17.34
Janitors and cleaners, except maids and housekeeping cleaners	10.14	12.64	13.90	15.75	17.34
Personal care and service occupations	8.00	8.50	9.00	13.00	16.60
Recreation and fitness workers	8.00	8.50	8.50	10.50	13.00
Recreation workers	8.00	8.50	8.50	10.50	13.00
Office and administrative support occupations	11.63	13.73	17.76	22.29	26.37
Financial clerks	13.34	15.98	18.01	19.95	25.05
Secretaries and administrative assistants	16.38	19.95	22.92	24.22	26.37
Data entry and information processing workers	10.39	12.20	14.04	16.97	18.11

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

nonproduction bonuses; and tips.

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Table 9. Full-time¹ civilian workers: Hourly wage percentiles², Buffalo-Niagara-Cattaraugus, NY CSA, July 2007

Occupation ³	Full-time workers				
	10	25	Median 50	75	90
All workers	\$9.25	\$12.35	\$16.35	\$25.65	\$33.15
Management occupations	10.30	22.51	31.87	42.11	61.82
Education administrators	10.30	10.30	23.94	61.82	61.82
Business and financial operations occupations	16.48	19.16	23.17	27.51	30.58
Accountants and auditors	16.86	23.36	26.15	27.29	39.88
Computer and mathematical science occupations	15.55	23.67	28.03	30.71	34.91
Life, physical, and social science occupations	14.94	17.30	21.66	22.26	41.06
Community and social services occupations	13.08	18.11	21.17	21.17	22.94
Education, training, and library occupations	15.30	23.34	30.52	40.03	52.54
Postsecondary teachers	21.83	26.90	34.01	42.40	72.65
Arts, communications, and humanities teachers, postsecondary	41.79	41.79	51.53	72.65	96.37
Primary, secondary, and special education school teachers	15.30	24.93	32.26	39.55	53.33
Elementary and middle school teachers	15.91	20.06	31.96	38.66	52.14
Elementary school teachers, except special education	15.30	18.62	32.60	38.66	51.81
Secondary school teachers	24.93	28.01	35.05	46.08	53.33
Secondary school teachers, except special and vocational education	23.50	27.54	34.85	40.01	46.53
Arts, design, entertainment, sports, and media occupations	11.00	15.10	18.75	29.00	30.90
Designers	10.35	13.50	18.75	21.25	26.77
Healthcare practitioner and technical occupations	15.35	18.92	23.51	26.10	31.09
Registered nurses	19.29	21.01	24.13	29.68	31.67
Healthcare support occupations	9.00	11.45	14.00	15.43	16.98
Nursing, psychiatric, and home health aides	10.45	11.44	13.63	15.62	17.70
Protective service occupations	7.39	17.08	23.79	27.77	29.73
Police officers	18.93	23.15	26.87	29.64	29.73
Police and sheriff's patrol officers	18.93	23.15	26.87	29.64	29.73
Food preparation and serving related occupations	7.70	8.05	10.12	10.12	13.06
Cooks	10.50	10.63	12.00	13.95	15.14
Food service, tipped	3.85	3.85	5.15	7.15	7.70
Building and grounds cleaning and maintenance occupations	7.62	10.30	13.07	14.99	17.14
Building cleaning workers	7.55	10.14	12.64	14.20	17.00
Janitors and cleaners, except maids and housekeeping cleaners	8.50	11.14	12.85	14.20	17.00
Personal care and service occupations	8.00	9.37	13.61	16.80	20.14
Child care workers	9.28	9.37	11.68	11.77	12.06
Sales and related occupations	8.00	9.99	11.54	16.86	30.22
Retail sales workers	8.00	9.00	11.54	11.54	12.77
Retail salespersons	8.00	8.00	8.81	12.77	17.27
Office and administrative support occupations	10.00	12.26	14.15	16.88	22.85
First-line supervisors/managers of office and administrative support workers	13.30	17.49	22.85	28.15	28.15
Financial clerks	11.30	13.00	13.91	15.13	18.09
Bookkeeping, accounting, and auditing clerks	10.23	12.75	13.87	17.66	19.95
Tellers	10.20	11.04	13.81	15.13	15.13
Customer service representatives	9.00	9.35	11.33	15.24	16.60
Shipping, receiving, and traffic clerks	9.45	10.34	12.67	15.40	15.40
Secretaries and administrative assistants	12.66	13.79	16.38	21.65	24.57
Secretaries, except legal, medical, and executive	11.70	12.66	14.42	16.50	23.17

See footnotes at end of table.

Table 9. Full-time¹ civilian workers: Hourly wage percentiles², Buffalo-Niagara-Cattaraugus, NY CSA, July 2007 — Continued

Occupation ³	Full-time workers				
	10	25	Median 50	75	90
Office and administrative support occupations					
—Continued					
Data entry and information processing workers	\$9.99	\$9.99	\$12.51	\$14.08	\$18.11
Office clerks, general	10.00	10.32	12.15	15.99	18.03
Construction and extraction occupations	15.98	16.21	25.65	28.50	28.50
Installation, maintenance, and repair occupations	11.47	16.25	19.49	25.10	32.29
Industrial machinery installation, repair, and maintenance workers	17.48	18.35	21.36	32.20	32.63
Industrial machinery mechanics	17.48	19.49	32.20	32.63	32.63
Production occupations	10.50	12.75	15.00	22.02	28.53
First-line supervisors/managers of production and operating workers	19.17	29.21	29.21	30.90	32.22
Miscellaneous assemblers and fabricators	13.18	14.42	14.85	18.07	29.12
Machine tool cutting setters, operators, and tenders, metal and plastic	14.50	14.98	18.75	28.28	28.95
Welding, soldering, and brazing workers	14.50	14.50	17.99	20.50	28.28
Inspectors, testers, sorters, samplers, and weighers	14.16	14.79	14.79	18.69	28.53
Miscellaneous production workers	11.38	12.00	12.37	24.22	28.43
Transportation and material moving occupations	8.00	11.63	15.38	19.06	24.86
Driver/sales workers and truck drivers	11.31	14.75	17.97	24.86	28.90
Truck drivers, heavy and tractor-trailer	14.00	14.75	17.17	22.40	31.07
Laborers and material movers, hand	7.96	7.96	12.45	14.00	15.38
Laborers and freight, stock, and material movers, hand	7.96	7.96	7.96	10.05	14.80

¹ Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a full-time employee in one establishment, but classified as part-time in another firm, where a 40-hour week is the minimum full-time schedule.

² Percentiles designate position in the earnings distribution and are calculated from individual-worker earnings and the hours they are scheduled to work. At the 50th percentile, the median, half of the hours are paid the same as or more than the rate shown, and half are paid the same as or less than the rate shown. At the 25th percentile, one-fourth of the hours are paid the same as or less than the rate shown. At the 75th percentile, one-fourth are paid the same as or more than the rate shown. The 10th and 90th percentiles follow the same logic. Hourly

wages are the straight-time wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, and holidays; nonproduction bonuses; and tips.

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Table 10. Part-time¹ civilian workers: Hourly wage percentiles², Buffalo-Niagara-Cattaraugus, NY CSA, July 2007

Occupation ³	Part-time workers				
	10	25	Median 50	75	90
All workers	\$7.15	\$7.50	\$9.00	\$12.76	\$19.66
Education, training, and library occupations	7.90	10.00	13.02	20.00	30.00
Healthcare practitioner and technical occupations	17.97	21.20	24.23	30.17	32.10
Registered nurses	19.01	24.88	29.55	31.67	37.04
Healthcare support occupations	10.20	11.60	12.39	12.93	12.93
Nursing, psychiatric, and home health aides	10.20	10.94	12.39	12.39	12.93
Nursing aides, orderlies, and attendants	10.20	10.25	11.60	12.68	12.93
Protective service occupations	7.15	7.15	7.15	16.67	19.16
Food preparation and serving related occupations	4.60	7.15	7.39	8.00	9.00
Food service, tipped	4.35	4.60	4.60	7.15	7.27
Waiters and waitresses	4.35	4.35	4.60	4.60	4.95
Personal care and service occupations	7.20	7.20	8.50	9.85	12.12
Recreation and fitness workers	8.50	8.50	8.50	8.74	10.50
Recreation workers	8.50	8.50	8.50	8.74	10.50
Sales and related occupations	7.25	7.50	8.15	8.80	10.15
Retail sales workers	7.15	7.50	7.75	8.25	10.05
Cashiers, all workers	7.15	7.47	7.50	8.75	10.15
Cashiers	7.15	7.47	7.50	8.75	10.15
Office and administrative support occupations	8.00	9.12	10.15	12.71	15.09
Financial clerks	9.73	10.10	11.16	12.56	12.71
Transportation and material moving occupations	7.25	7.45	8.48	12.15	14.25

¹ Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a full-time employee in one establishment, but classified as part-time in another firm, where a 40-hour week is the minimum full-time schedule.

² Percentiles designate position in the earnings distribution and are calculated from individual-worker earnings and the hours they are scheduled to work. At the 50th percentile, the median, half of the hours are paid the same as or more than the rate shown, and half are paid the same as or less than the rate shown. At the 25th percentile, one-fourth of the hours are paid the same as or less than the rate shown. At the 75th percentile, one-fourth are paid the same as or more than the rate shown. The 10th and 90th percentiles follow the same logic. Hourly

wages are the straight-time wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, and holidays; nonproduction bonuses; and tips.

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Table 11. Full-time¹ civilian workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Buffalo-Niagara-Cattaraugus, NY CSA, July 2007

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
All workers	\$19.88	\$16.35	\$784	\$643	39.4	\$39,883	\$33,405	2,006
Management occupations	33.88	31.87	1,413	1,275	41.7	73,465	66,290	2,168
Education administrators	30.90	23.94	1,338	1,307	43.3	69,556	67,975	2,251
Business and financial operations occupations	23.64	23.17	966	973	40.9	50,254	50,570	2,126
Accountants and auditors	26.27	26.15	1,025	1,046	39.0	53,299	54,386	2,029
Computer and mathematical science occupations	26.73	28.03	1,055	1,121	39.5	54,846	58,311	2,052
Life, physical, and social science occupations	23.98	21.66	942	866	39.3	47,301	45,044	1,973
Community and social services occupations	19.40	21.17	708	741	36.5	36,794	38,531	1,897
Education, training, and library occupations	32.52	30.52	1,196	1,137	36.8	50,644	50,070	1,558
Postsecondary teachers	40.89	34.01	1,577	1,361	38.6	69,034	62,128	1,688
Arts, communications, and humanities teachers, postsecondary	61.21	51.53	2,280	1,932	37.3	80,740	69,561	1,319
Primary, secondary, and special education school teachers	32.47	32.26	1,169	1,141	36.0	47,797	47,855	1,472
Elementary and middle school teachers	32.57	31.96	1,171	1,141	36.0	46,837	46,640	1,438
Elementary school teachers, except special education	32.19	32.60	1,164	1,166	36.2	46,077	47,855	1,431
Secondary school teachers	36.99	35.05	1,305	1,241	35.3	52,291	50,070	1,414
Secondary school teachers, except special and vocational education	35.19	34.85	1,248	1,227	35.5	49,826	49,067	1,416
Arts, design, entertainment, sports, and media occupations	20.65	18.75	816	750	39.5	42,419	39,000	2,055
Designers	18.15	18.75	720	750	39.7	37,444	39,000	2,063
Healthcare practitioner and technical occupations	23.40	23.51	897	885	38.3	46,258	46,010	1,977
Registered nurses	24.96	24.13	950	950	38.1	48,438	49,400	1,941
Healthcare support occupations	13.75	14.00	525	501	38.2	27,303	26,052	1,985
Nursing, psychiatric, and home health aides	13.78	13.63	532	511	38.6	27,645	26,579	2,006
Protective service occupations	21.24	23.79	839	930	39.5	43,128	48,160	2,030
Police officers	25.59	26.87	1,007	1,075	39.3	52,353	55,881	2,046
Police and sheriff's patrol officers	25.59	26.87	1,007	1,075	39.3	52,353	55,881	2,046
Food preparation and serving related occupations	9.54	10.12	371	368	38.9	19,207	18,086	2,013
Cooks	12.39	12.00	479	461	38.7	24,926	23,982	2,012
Food service, tipped	5.65	5.15	203	180	36.0	10,419	9,373	1,843
Building and grounds cleaning and maintenance occupations	13.01	13.07	509	512	39.1	23,972	23,322	1,842
Building cleaning workers	12.39	12.64	485	490	39.2	22,945	23,177	1,851
Janitors and cleaners, except maids and housekeeping cleaners	12.78	12.85	499	506	39.1	24,026	23,504	1,880
Personal care and service occupations	13.91	13.61	552	520	39.7	28,606	27,040	2,056
Child care workers	10.77	11.68	428	467	39.7	21,967	24,286	2,039

See footnotes at end of table.

Table 11. Full-time¹ civilian workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Buffalo-Niagara-Cattaraugus, NY CSA, July 2007 — Continued

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
Sales and related occupations	\$15.43	\$11.54	\$616	\$461	40.0	\$32,048	\$23,995	2,078
Retail sales workers	11.36	11.54	453	461	39.9	23,550	23,995	2,073
Retail salespersons	11.89	8.81	472	352	39.7	24,544	18,304	2,064
Office and administrative support occupations	15.35	14.15	603	566	39.3	31,298	29,422	2,040
First-line supervisors/managers of office and administrative support workers	22.66	22.85	874	914	38.6	45,450	47,524	2,006
Financial clerks	14.36	13.91	564	556	39.3	29,318	28,933	2,041
Bookkeeping, accounting, and auditing clerks	15.12	13.87	591	558	39.1	30,748	28,995	2,033
Tellers	12.91	13.81	497	518	38.5	25,821	26,922	2,000
Customer service representatives	13.15	11.33	523	453	39.8	27,218	23,566	2,069
Shipping, receiving, and traffic clerks	12.66	12.67	500	475	39.5	26,021	24,697	2,056
Secretaries and administrative assistants	17.49	16.38	669	640	38.2	34,764	33,287	1,987
Secretaries, except legal, medical, and executive	15.74	14.42	610	577	38.8	31,725	30,000	2,015
Data entry and information processing workers	12.91	12.51	500	495	38.7	25,444	21,764	1,970
Office clerks, general	13.61	12.15	540	480	39.7	27,741	24,952	2,038
Construction and extraction occupations	23.76	25.65	940	1,026	39.5	48,869	53,352	2,056
Installation, maintenance, and repair occupations	21.15	19.49	846	780	40.0	43,940	40,539	2,078
Industrial machinery installation, repair, and maintenance workers	24.19	21.36	967	854	40.0	50,181	44,429	2,074
Industrial machinery mechanics	26.61	32.20	1,064	1,288	40.0	55,344	66,976	2,080
Production occupations	17.74	15.00	707	600	39.8	36,739	31,200	2,070
First-line supervisors/managers of production and operating workers	28.19	29.21	1,114	1,168	39.5	57,952	60,757	2,055
Miscellaneous assemblers and fabricators	17.83	14.85	713	594	40.0	37,081	30,888	2,080
Machine tool cutting setters, operators, and tenders, metal and plastic	20.13	18.75	805	750	40.0	41,867	39,000	2,080
Welding, soldering, and brazing workers	19.41	17.99	776	720	40.0	40,366	37,423	2,080
Inspectors, testers, sorters, samplers, and weighers	17.98	14.79	711	592	39.6	36,988	30,763	2,057
Miscellaneous production workers	16.90	12.37	670	480	39.7	34,862	24,960	2,062

See footnotes at end of table.

Table 11. Full-time¹ civilian workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Buffalo-Niagara-Cattaraugus, NY CSA, July 2007 — Continued

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
Transportation and material moving occupations	\$16.58	\$15.38	\$682	\$614	41.2	\$35,476	\$31,914	2,140
Driver/sales workers and truck drivers	20.01	17.97	869	790	43.5	45,192	41,081	2,259
Truck drivers, heavy and tractor-trailer	19.79	17.17	888	723	44.9	46,173	37,586	2,333
Laborers and material movers, hand ..	11.85	12.45	473	498	39.9	24,560	25,896	2,072
Laborers and freight, stock, and material movers, hand	10.06	7.96	400	318	39.8	20,800	16,557	2,067

¹ Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a full-time employee in one establishment, but classified as part-time in another firm, where a 40-hour week is the minimum full-time schedule.

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

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

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

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Table 12. Full-time¹ private industry workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Buffalo-Niagara-Cattaraugus, NY CSA, July 2007

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
All workers	\$18.54	\$15.43	\$738	\$613	39.8	\$38,041	\$31,491	2,052
Management occupations	31.74	31.87	1,335	1,275	42.1	69,412	66,290	2,187
Business and financial operations occupations	23.90	23.17	982	975	41.1	51,056	50,688	2,136
Computer and mathematical science occupations	25.19	28.03	1,000	1,121	39.7	52,014	58,311	2,065
Life, physical, and social science occupations	20.46	21.66	812	866	39.7	42,216	45,044	2,064
Community and social services occupations	19.65	21.17	712	741	36.2	37,020	38,531	1,884
Education, training, and library occupations	23.80	20.06	922	752	38.7	42,019	33,405	1,765
Primary, secondary, and special education school teachers	14.62	15.30	550	574	37.6	22,689	20,656	1,552
Arts, design, entertainment, sports, and media occupations	20.65	18.75	816	750	39.5	42,419	39,000	2,055
Designers	18.15	18.75	720	750	39.7	37,444	39,000	2,063
Healthcare practitioner and technical occupations	25.39	26.00	965	979	38.0	50,191	50,895	1,977
Registered nurses	27.36	29.68	1,043	1,113	38.1	54,212	57,876	1,981
Healthcare support occupations	13.36	14.00	506	476	37.9	26,315	24,752	1,970
Food preparation and serving related occupations	9.30	9.50	363	348	39.0	18,817	18,086	2,023
Cooks	12.17	11.53	469	461	38.6	24,406	23,982	2,005
Food service, tipped	5.65	5.15	203	180	36.0	10,419	9,373	1,843
Building and grounds cleaning and maintenance occupations	12.23	11.28	476	446	38.9	21,895	21,996	1,790
Building cleaning workers	11.54	11.14	448	446	38.8	20,214	20,904	1,752
Janitors and cleaners, except maids and housekeeping cleaners	12.24	11.72	474	446	38.7	21,886	21,996	1,788
Personal care and service occupations	14.56	15.55	581	661	39.9	30,078	34,372	2,066
Child care workers	10.77	11.68	428	467	39.7	21,967	24,286	2,039
Sales and related occupations	15.12	11.54	606	461	40.1	31,495	23,995	2,083
Retail sales workers	11.36	11.54	453	461	39.9	23,550	23,995	2,073
Retail salespersons	11.89	8.81	472	352	39.7	24,544	18,304	2,064
Office and administrative support occupations	14.70	13.91	580	555	39.5	30,130	28,791	2,050
First-line supervisors/managers of office and administrative support workers	22.66	22.85	874	914	38.6	45,450	47,524	2,006
Financial clerks	13.82	13.63	546	540	39.5	28,376	28,080	2,053
Bookkeeping, accounting, and auditing clerks	14.40	13.63	567	545	39.3	29,463	28,350	2,046
Tellers	12.91	13.81	497	518	38.5	25,821	26,922	2,000
Customer service representatives	13.15	11.33	523	453	39.8	27,218	23,566	2,069
Secretaries and administrative assistants	14.91	14.42	570	564	38.2	29,624	29,307	1,987
Secretaries, except legal, medical, and executive	13.90	14.09	534	559	38.4	27,774	29,047	1,998
Office clerks, general	13.42	12.00	532	480	39.7	27,285	24,952	2,033

See footnotes at end of table.

Table 12. Full-time¹ private industry workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Buffalo-Niagara-Cattaraugus, NY CSA, July 2007 — Continued

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
Construction and extraction occupations	\$24.07	\$28.50	\$953	\$1,140	39.6	\$49,563	\$59,280	2,059
Installation, maintenance, and repair occupations	21.39	19.50	855	780	40.0	44,441	40,539	2,078
Industrial machinery installation, repair, and maintenance workers	25.78	25.10	1,031	1,004	40.0	53,445	52,208	2,073
Industrial machinery mechanics	26.61	32.20	1,064	1,288	40.0	55,344	66,976	2,080
Production occupations	17.74	15.00	707	600	39.9	36,759	31,200	2,072
First-line supervisors/managers of production and operating workers	28.19	29.21	1,114	1,168	39.5	57,952	60,757	2,055
Miscellaneous assemblers and fabricators	17.83	14.85	713	594	40.0	37,081	30,888	2,080
Machine tool cutting setters, operators, and tenders, metal and plastic	20.13	18.75	805	750	40.0	41,867	39,000	2,080
Welding, soldering, and brazing workers	19.41	17.99	776	720	40.0	40,366	37,423	2,080
Inspectors, testers, sorters, samplers, and weighers	17.92	14.79	717	592	40.0	37,281	30,763	2,080
Miscellaneous production workers	16.90	12.37	670	480	39.7	34,862	24,960	2,062
Transportation and material moving occupations	16.41	14.75	684	602	41.7	35,579	31,304	2,168
Driver/sales workers and truck drivers	19.95	17.56	869	761	43.5	45,166	39,553	2,264
Truck drivers, heavy and tractor-trailer	19.79	17.17	888	723	44.9	46,173	37,586	2,333
Laborers and material movers, hand ..	11.85	12.45	473	498	39.9	24,560	25,896	2,072
Laborers and freight, stock, and material movers, hand	10.06	7.96	400	318	39.8	20,800	16,557	2,067

¹ Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a full-time employee in one establishment, but classified as part-time in another firm, where a 40-hour week is the minimum full-time schedule.

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

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

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

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Table 13. Full-time¹ State and local government workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Buffalo-Niagara-Cattaraugus, NY CSA, July 2007

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
All workers	\$26.68	\$23.46	\$1,006	\$914	37.7	\$48,090	\$45,616	1,802
Education, training, and library occupations	37.25	35.57	1,333	1,245	35.8	54,535	53,347	1,464
Postsecondary teachers	56.94	41.95	2,100	1,567	36.9	79,143	64,595	1,390
Primary, secondary, and special education school teachers	37.44	35.76	1,332	1,252	35.6	54,345	53,347	1,451
Elementary and middle school teachers	38.57	36.96	1,376	1,315	35.7	56,188	53,347	1,457
Elementary school teachers, except special education	39.41	38.66	1,415	1,419	35.9	57,089	53,347	1,448
Secondary school teachers	36.99	35.05	1,305	1,241	35.3	52,291	50,070	1,414
Secondary school teachers, except special and vocational education	35.19	34.85	1,248	1,227	35.5	49,826	49,067	1,416
Healthcare practitioner and technical occupations	19.85	20.59	772	796	38.9	39,231	41,387	1,977
Protective service occupations	24.27	24.46	955	983	39.4	48,976	51,106	2,018
Police officers	25.59	26.87	1,007	1,075	39.3	52,353	55,881	2,046
Police and sheriff's patrol officers ...	25.59	26.87	1,007	1,075	39.3	52,353	55,881	2,046
Building and grounds cleaning and maintenance occupations	14.48	13.90	571	556	39.5	28,255	28,904	1,951
Building cleaning workers	13.99	13.90	556	556	39.8	28,924	28,904	2,068
Janitors and cleaners, except maids and housekeeping cleaners	13.74	13.90	546	556	39.7	28,373	28,904	2,066
Office and administrative support occupations	19.19	18.25	733	723	38.2	37,977	37,617	1,979
Financial clerks	18.39	18.09	693	705	37.7	36,012	36,650	1,958
Secretaries and administrative assistants	22.37	22.92	855	885	38.2	44,472	46,039	1,988

¹ Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a full-time employee in one establishment, but classified as part-time in another firm, where a 40-hour week is the minimum full-time schedule.

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

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

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

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Table 14. **Size of establishment: Mean hourly earnings¹ of private industry establishments for major occupational groups, Buffalo-Niagara-Cattaraugus, NY CSA, July 2007**

Occupational group ²	Total	1-99 workers	100-499 workers	500 workers or more
All workers	\$17.56	\$15.04	\$20.08	\$22.31
Management, professional, and related	27.18	21.55	31.68	27.77
Management, business, and financial	27.15	24.60	29.25	27.89
Professional and related	27.19	19.96	32.75	27.71
Service	10.47	10.33	10.34	12.67
Sales and office	13.84	13.93	12.96	16.47
Sales and related	13.20	13.49	—	—
Office and administrative support	14.17	14.37	13.36	16.23
Natural resources, construction, and maintenance	22.98	21.86	22.72	28.58
Construction and extraction	24.04	23.71	—	—
Installation, maintenance, and repair	21.39	18.01	—	29.73
Production, transportation, and material moving	16.74	14.40	17.13	23.10
Production	17.38	14.07	15.62	25.71
Transportation and material moving	15.93	14.67	19.61	15.67
	Relative error ³ (percent)			
All workers	4.0	5.4	4.0	6.4
Management, professional, and related	3.1	6.4	4.0	7.8
Management, business, and financial	5.3	10.9	5.8	16.1
Professional and related	2.9	6.6	5.5	8.1
Service	5.5	6.2	3.8	6.5
Sales and office	3.2	5.3	3.8	9.1
Sales and related	5.9	7.9	—	—
Office and administrative support	4.3	8.3	4.7	9.9
Natural resources, construction, and maintenance	10.4	14.6	3.8	8.1
Construction and extraction	13.3	16.4	—	—
Installation, maintenance, and repair	11.5	13.6	—	10.0
Production, transportation, and material moving	7.0	9.1	10.4	9.6
Production	4.1	6.9	7.7	7.1
Transportation and material moving	12.4	15.2	13.9	15.8

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

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Table 15. Establishments with fewer than 100 workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours for full-time¹ private industry workers, Buffalo-Niagara-Cattaraugus, NY CSA, July 2007

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
All workers	\$15.94	\$14.20	\$634	\$566	39.8	\$32,519	\$28,766	2,040
Management occupations	25.13	19.08	1,121	792	44.6	58,278	41,200	2,319
Education, training, and library occupations	14.37	15.30	538	557	37.4	22,078	20,656	1,537
Primary, secondary, and special education school teachers	14.62	15.30	550	574	37.6	22,689	20,656	1,552
Building and grounds cleaning and maintenance occupations	13.82	14.20	537	568	38.8	22,613	17,680	1,636
Building cleaning workers	12.49	14.20	484	568	38.7	19,527	17,680	1,564
Janitors and cleaners, except maids and housekeeping cleaners	13.65	14.20	525	568	38.5	22,026	17,680	1,614
Personal care and service occupations	15.61	15.55	623	661	39.9	32,211	34,372	2,063
Sales and related occupations	15.20	11.54	609	461	40.1	31,668	23,995	2,083
Retail sales workers	11.30	11.54	450	461	39.8	23,415	23,995	2,072
Retail salespersons	11.82	8.00	468	320	39.6	24,333	16,640	2,059
Office and administrative support occupations	15.60	14.42	614	567	39.3	31,905	29,494	2,045
Financial clerks	14.14	13.81	551	545	38.9	28,640	28,350	2,025
Construction and extraction occupations	23.71	28.50	942	1,140	39.7	48,953	59,280	2,065
Installation, maintenance, and repair occupations	18.01	17.00	720	680	40.0	37,411	35,360	2,077
Production occupations	14.39	13.44	572	538	39.8	29,762	27,955	2,068
Transportation and material moving occupations	14.80	13.83	612	553	41.4	31,822	28,766	2,151
Driver/sales workers and truck drivers	18.29	17.00	788	800	43.1	40,946	41,600	2,239
Truck drivers, heavy and tractor-trailer	17.03	16.00	777	725	45.6	40,368	37,700	2,371
Laborers and material movers, hand	10.43	8.25	415	330	39.8	21,582	17,160	2,069
Laborers and freight, stock, and material movers, hand	9.46	7.96	376	318	39.8	19,550	16,557	2,066

¹ Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a full-time employee in one establishment, but classified as part-time in another firm, where a 40-hour week is the minimum full-time schedule.

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

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

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

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Table 16. Establishments with 100 workers or more: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours for full-time¹ private industry workers, Buffalo-Niagara-Cattaraugus, NY CSA, July 2007

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
All workers	\$21.50	\$17.27	\$856	\$687	39.8	\$44,401	\$35,714	2,065
Management occupations	37.55	36.69	1,504	1,413	40.1	78,214	73,457	2,083
Business and financial operations occupations ...	24.12	23.17	962	927	39.9	50,012	48,198	2,074
Computer and mathematical science occupations	25.24	28.03	999	1,121	39.6	51,958	58,311	2,059
Healthcare practitioner and technical occupations	25.57	24.96	978	975	38.3	50,877	50,700	1,989
Registered nurses	27.36	29.68	1,043	1,113	38.1	54,212	57,876	1,981
Food preparation and serving related occupations	11.52	11.92	449	475	39.0	23,359	24,694	2,028
Building and grounds cleaning and maintenance occupations	10.23	11.14	399	446	39.0	20,771	23,177	2,030
Building cleaning workers	10.47	11.14	408	446	39.0	21,209	23,177	2,026
Janitors and cleaners, except maids and housekeeping cleaners	10.70	11.14	417	446	39.0	21,695	23,177	2,027
Office and administrative support occupations	14.24	13.54	563	540	39.6	29,231	28,080	2,053
Financial clerks	13.73	13.50	544	540	39.6	28,301	28,080	2,061
Bookkeeping, accounting, and auditing clerks ...	13.89	13.04	542	522	39.0	28,206	27,123	2,030
Customer service representatives	13.08	11.33	521	453	39.8	27,068	23,566	2,069
Secretaries and administrative assistants	17.07	15.18	634	569	37.1	32,950	29,603	1,931
Office clerks, general	14.11	13.10	558	524	39.5	28,450	26,707	2,016
Construction and extraction occupations	26.13	27.47	1,019	1,099	39.0	52,998	57,146	2,028
Installation, maintenance, and repair occupations	26.83	25.10	1,073	1,004	40.0	55,790	52,208	2,079
Industrial machinery installation, repair, and maintenance workers	26.74	25.10	1,069	1,004	40.0	55,593	52,208	2,079
Industrial machinery mechanics	28.75	32.54	1,150	1,302	40.0	59,802	67,683	2,080
Production occupations	20.35	18.44	813	728	39.9	42,254	37,869	2,076
First-line supervisors/managers of production and operating workers	28.19	29.21	1,114	1,168	39.5	57,952	60,757	2,055
Miscellaneous assemblers and fabricators	18.79	14.85	751	594	40.0	39,077	30,888	2,080
Welding, soldering, and brazing workers	21.94	20.49	878	820	40.0	45,642	42,619	2,080
Miscellaneous production workers	18.65	14.91	738	588	39.5	38,358	30,555	2,056
Transportation and material moving occupations	19.99	17.17	849	631	42.4	44,123	32,802	2,207
Laborers and material movers, hand	15.37	15.05	615	602	40.0	31,979	31,304	2,080

¹ Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a full-time employee in one establishment, but classified as part-time in another firm, where a 40-hour week is the minimum full-time schedule.

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

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

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

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Table 17. Union¹ and nonunion workers: Mean hourly earnings² for major occupational groups, Buffalo-Niagara-Cattaraugus, NY CSA, July 2007

Occupational group ³	Union			Nonunion		
	Civilian workers	Private industry workers	State and local government workers	Civilian workers	Private industry workers	State and local government workers
All workers	\$23.67	\$20.95	\$26.27	\$17.01	\$16.94	\$18.98
Management, professional, and related	32.73	24.53	34.96	27.39	27.43	26.64
Management, business, and financial	—	—	—	27.16	27.15	27.31
Professional and related	32.18	24.53	34.44	27.52	27.59	26.24
Service	16.05	11.93	18.46	10.21	10.21	10.30
Sales and office	18.78	18.38	18.92	13.79	13.69	—
Sales and related	—	—	—	13.29	13.29	—
Office and administrative support	18.91	20.82	18.33	14.05	13.90	—
Natural resources, construction, and maintenance	26.70	28.08	20.37	17.16	17.16	—
Construction and extraction	26.89	28.00	—	17.83	17.83	—
Installation, maintenance, and repair	26.29	28.24	—	16.49	16.49	—
Production, transportation, and material moving	19.84	20.00	—	15.22	15.24	—
Production	21.89	21.95	—	15.02	15.02	—
Transportation and material moving	17.29	17.06	—	15.46	15.49	—
	Relative error ⁴ (percent)					
All workers	5.0	8.4	5.1	3.7	3.7	15.7
Management, professional, and related	5.6	13.7	5.5	2.8	2.9	13.8
Management, business, and financial	—	—	—	5.1	5.3	14.5
Professional and related	6.5	13.7	6.7	3.0	2.9	24.3
Service	4.9	7.5	5.9	5.2	5.5	11.9
Sales and office	9.4	21.4	10.6	3.4	3.3	—
Sales and related	—	—	—	5.9	5.9	—
Office and administrative support	8.9	15.8	10.6	4.4	4.4	—
Natural resources, construction, and maintenance	4.1	3.5	3.9	5.7	5.7	—
Construction and extraction	4.5	2.8	—	7.8	7.8	—
Installation, maintenance, and repair	9.5	8.3	—	7.8	7.8	—
Production, transportation, and material moving	12.8	14.1	—	7.3	7.3	—
Production	10.1	10.4	—	6.4	6.4	—
Transportation and material moving	21.2	25.8	—	12.4	12.4	—

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

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

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

information.

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Table 18. Time and incentive workers¹: Mean hourly earnings² for major occupational groups, Buffalo-Niagara-Cattaraugus, NY CSA, July 2007

Occupational group ³	Time		Incentive	
	Civilian workers	Private industry workers	Civilian workers	Private industry workers
All workers	\$18.72	\$17.39	\$19.46	\$19.46
Management, professional, and related	29.18	27.38	22.80	22.80
Management, business, and financial	28.75	27.77	22.86	22.86
Professional and related	29.32	27.21	—	—
Service	11.90	10.30	—	—
Sales and office	14.12	13.51	15.91	15.91
Sales and related	12.28	11.97	19.70	19.70
Office and administrative support	14.92	14.28	13.40	13.40
Natural resources, construction, and maintenance	22.70	22.97	—	—
Construction and extraction	—	24.04	—	—
Installation, maintenance, and repair	21.02	21.27	—	—
Production, transportation, and material moving	15.85	15.77	24.07	24.07
Production	17.39	17.38	—	—
Transportation and material moving	13.45	13.03	24.07	24.07
	Relative error ⁴ (percent)			
All workers	3.9	4.2	6.3	6.3
Management, professional, and related	3.2	3.2	5.5	5.5
Management, business, and financial	6.7	6.1	5.8	5.8
Professional and related	3.5	2.9	—	—
Service	6.0	4.9	—	—
Sales and office	4.2	4.2	8.5	8.5
Sales and related	9.6	9.5	8.7	8.7
Office and administrative support	4.5	4.8	4.4	4.4
Natural resources, construction, and maintenance	9.7	10.7	—	—
Construction and extraction	—	13.3	—	—
Installation, maintenance, and repair	10.8	11.9	—	—
Production, transportation, and material moving	5.9	6.1	13.3	13.3
Production	4.0	4.1	—	—
Transportation and material moving	7.8	7.7	13.3	13.3

¹ Wages of time workers are based solely on hourly rate or salary. Incentive workers are those whose wages are at least partially based on productivity payments such as piece rates, commissions, and production bonuses.

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

³ Workers are classified by occupation using the 2000

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Table 19. Industry sector¹: Mean hourly earnings² for private industry workers by major occupational group, Buffalo-Niagara-Cattaraugus, NY CSA, July 2007

Occupational group ³	Goods producing		Service providing						
	Construction	Manufacturing	Trade, transportation, and utilities	Information	Financial activities	Professional and business services	Education and health services	Leisure and hospitality	Other services
All workers	-	\$20.96	-	\$22.81	-	-	\$16.87	-	-
Management, professional, and related	-	30.84	-	-	-	-	22.12	-	-
Management, business, and financial	-	38.77	-	-	-	-	20.06	-	-
Professional and related	-	23.47	-	-	-	-	22.38	-	-
Service	-	-	-	-	-	-	11.58	-	-
Sales and office	-	21.75	-	21.35	-	-	16.03	-	-
Sales and related	-	-	-	-	-	-	-	-	-
Office and administrative support	-	16.41	-	20.94	-	-	16.03	-	-
Natural resources, construction, and maintenance	-	27.05	-	-	-	-	-	-	-
Installation, maintenance, and repair ..	-	26.05	-	-	-	-	-	-	-
Production, transportation, and material moving	-	17.85	-	-	-	-	-	-	-
Production	-	18.17	-	-	-	-	-	-	-
Transportation and material moving ...	-	16.36	-	-	-	-	-	-	-
	Relative error ⁴ (percent)								
All workers	-	3.1	-	12.2	-	-	5.7	-	-
Management, professional, and related	-	19.3	-	-	-	-	7.8	-	-
Management, business, and financial	-	18.2	-	-	-	-	32.6	-	-
Professional and related	-	10.9	-	-	-	-	5.7	-	-
Service	-	-	-	-	-	-	3.4	-	-
Sales and office	-	18.5	-	17.2	-	-	12.3	-	-
Sales and related	-	-	-	-	-	-	-	-	-
Office and administrative support	-	3.3	-	23.4	-	-	12.3	-	-
Natural resources, construction, and maintenance	-	11.0	-	-	-	-	-	-	-
Installation, maintenance, and repair ..	-	18.0	-	-	-	-	-	-	-
Production, transportation, and material moving	-	5.6	-	-	-	-	-	-	-
Production	-	3.2	-	-	-	-	-	-	-
Transportation and material moving ...	-	14.0	-	-	-	-	-	-	-

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

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

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Appendix A: Technical Note

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

Planning for the survey

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

Survey scope

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

The statistical area covered by this survey is defined by the U.S. Office of Management and Budget (OMB) as of December 2003. The Buffalo–Niagara–Cattaraugus, NY, Combined Statistical Area (CSA) includes:

- Buffalo–Niagara Falls, NY, Metropolitan Statistical Area: Erie and Niagara Counties, NY
- Olean, NY, Micropolitan Statistical Area: Cattaraugus County, NY

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 avail-

able at the time the sample was selected. Approximately one-fifth of the sample is reselected each year.

Sample design

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

Data collection

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

Occupational selection and classification

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

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

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

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

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

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

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

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

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

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

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

Occupational leveling

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

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

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

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

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

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

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

Combined work levels

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

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

Collection period

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

Earnings

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

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

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

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

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

Definition of terms

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

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

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

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

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

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

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

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

Processing and analyzing the data

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

Weighting and nonresponse

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

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

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

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

Estimation

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

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

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

Percentiles

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

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

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

Data reliability

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

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

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

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

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

Appendix table 1. **Number of workers¹ represented by the survey, Buffalo-Niagara-Cattaraugus, NY CSA, July 2007**

Occupational group ²	Civilian workers	Private industry workers	State and local government workers
All workers	529,000	434,700	94,300
Management, professional, and related	144,100	99,400	44,600
Management, business, and financial	33,300	28,100	5,100
Professional and related	110,800	71,300	39,500
Service	111,200	85,000	26,200
Sales and office	163,100	146,100	17,000
Sales and related	54,500	53,500	–
Office and administrative support	108,600	92,600	16,000
Natural resources, construction, and maintenance	26,500	23,800	2,800
Construction and extraction	16,100	14,400	–
Installation, maintenance, and repair	10,400	9,400	–
Production, transportation, and material moving	84,100	80,400	–
Production	45,300	45,000	–
Transportation and material moving	38,800	35,500	–

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

² Workers are classified by occupation using the

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Appendix table 2. **Survey establishment response, Buffalo-Niagara-Cattaraugus, NY CSA, July 2007**

Establishments	Total	Private industry	State and local government
Total in sampling frame ¹	20,246	19,623	623
Total in sample	288	257	31
Responding	167	138	29
Refused or unable to provide data	85	83	2
Out of business or not in survey scope	36	36	0

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

government entity.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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