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National Compensation Survey Wages and Salaries for Arkansas July 1997

Workers in Arkansas averaged \$13.58 per hour during July 1997, according to a new survey released by the U.S. Department of Labor's Bureau of Labor Statistics. Regional Commissioner Bob Gaddie reported that white-collar workers had the highest average wage at \$17.80 per hour and accounted for 48 percent of the workers within scope of the survey. Blue-collar workers averaged \$10.31 per hour and represented 40 percent of the workers, while the remainder worked in service occupations and earned \$7.34 per hour. (See tables 1 & 3.)

The new National Compensation Survey (NCS) presents straight-time earnings for all occupations in establishments with 50 or more employees in private industry and state and local governments, while excluding private household and farm workers, as well as employees of the federal government. The Statewide Arkansas survey covered 215 firms representing 701,149 workers. Three-fourths of those within scope of the survey worked in private industry. The NCS provides broader coverage of occupations and establishments within the survey area than did previous salary studies and will eventually integrate three separate surveys of wages and benefits into a single, comprehensive compensation program.

In Arkansas, average hourly wages were published for 23 detailed occupations. Among white-collar workers, registered nurses averaged \$16.88 per hour, accountants and auditors \$15.35, social workers \$13.80, and cashiers \$5.93. Workers in blue-collar occupations included assemblers, who earned \$9.18 per hour, and construction laborers making \$7.98 per hour. In the service occupations, janitors and cleaners averaged \$7.04 per hour.

National Compensation Survey, Arkansas, July 1997 (continued)

The survey also includes data for selected occupational characteristics, such as full-and part-time employment, and union/nonunion status. Overall, full-time workers in Arkansas averaged \$13.89 per hour, while part-time employees earned \$7.21. Within the broad occupational classifications, white-collar full-time workers had average hourly earnings of \$18.13. Their part-time counterparts earned \$9.57 per hour. Full-time workers in blue-collar occupations averaged \$10.46 per hour, compared to part-time workers at \$5.79. In the service occupations, full-time workers averaged \$7.65 per hour while part-timers earned \$5.42. Union wage data was available in the blue-collar occupations. Union employees in the handler, equipment cleaner, helper, and laborer occupations averaged \$10.11 on an hourly basis, while nonunion workers in these jobs averaged \$7.46. Wages determined through collective bargaining for machine operators, assemblers, and inspectors averaged \$10.98 per hour. Hourly earnings for nonunion workers in this occupational category were \$8.88. Overall, surveyed union blue-collar employees averaged \$12.05 per hour, whereas nonunion blue-collar workers made \$9.63 on an hourly basis. (See table 2.) Subject to publication criteria, average rates of pay are also available for occupations based on knowledge, skill, independent judgment, supervision received and other factors required on the job. The selected characteristics allow for comparison of occupations with similar requirements.

The wage data provided by the National Compensation Survey may be used by businesses for establishing pay plans, making decisions concerning plant relocation, and in collective bargaining negotiations. Individuals may use such data to help choose potential careers and to negotiate pay with their employers. The Federal Government may also use this data to help determine the appropriate salary structures for its own employees.

Complete survey results are contained in the *National Compensation Survey, Wages and Salaries, Arkansas, July 1997* (Bulletin number 3090-26). All of the bulletin's tables may be obtained from our fax-on-demand service by dialing 214-767-9613, and requesting document 9506, or by Internet in both text and PDF formats at <http://stats.bls.gov/comhome.htm>. Contact the Dallas Regional Office at 214-767-6970 should you need personal assistance or more information. Printed copies of the Bulletin may be purchased for \$3.75 through the BLS Sales Office in Chicago by writing to: U.S. Department of Labor, Bureau of Labor Statistics, Publications Sales Center, PO Box 2145, Chicago, IL 60690. Telephone purchase orders using a major credit card may be placed to the Chicago Sales Center between the hours of 8:00 a.m. and 3:00 p.m. CDT (312-353-1880).

Table 1. Hourly earnings(1) for selected occupations, all workers (2), all industries, Statewide Arkansas, July, 1997

Occupation(3)	All industries					
	Percentiles					
	Mean	10	25	Median 50	75	90
All occupations.....	\$13.58	\$6.20	\$7.64	\$10.85	\$16.60	\$24.77
All occupations excluding sales.....	13.65	6.21	7.70	10.89	16.58	25.05
White-collar occupations.....	17.80	7.00	9.62	15.70	23.08	31.21
White-collar occupations excluding sales.....	18.25	7.47	10.00	15.91	23.67	31.65
Professional specialty and technical occupations.....	-	-	-	-	-	-
Professional specialty occupations.....	21.67	13.56	16.61	20.65	25.72	30.19
Engineers, architects, and surveyors.....	-	-	-	-	-	-
Mathematical and computer scientists.....	-	-	-	-	-	-
Natural scientists.....	-	-	-	-	-	-
Health related occupations.....	-	-	-	-	-	-
Registered nurses.....	16.88	12.18	13.94	16.15	18.57	22.50
Teachers, college and university.....	25.29	17.21	20.31	25.00	28.21	33.04
Teachers, except college and university.....	19.49	14.44	16.63	19.12	22.47	25.74
Elementary school teachers.....	20.27	-	-	-	-	-
Secondary school teachers.....	20.28	15.80	16.63	19.35	23.18	26.22
Librarians, archivists, and curators.....	-	-	-	-	-	-
Social scientists and urban planners.....	-	-	-	-	-	-
Social, recreation, and religious workers.....	13.46	-	-	-	-	-
Social workers.....	13.80	-	-	-	-	-
Lawyers and judges.....	-	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, N.E.C.....	-	-	-	-	-	-
Technical occupations.....	-	-	-	-	-	-
Licensed practical nurses.....	9.63	7.90	8.57	9.16	10.40	12.07
Health technologists and technicians, N.E.C.....	10.61	-	-	-	-	-
Executive, administrative, and managerial occupations.....	-	-	-	-	-	-
Executives, administrators, and managers.....	-	-	-	-	-	-
Administrators, education and related fields....	17.90	-	-	-	-	-

Management related occupations.....	-	-	-	-	-	-
Accountants and auditors.....	15.35	-	-	-	-	-
Sales occupations.....	11.71	5.25	6.50	8.50	18.64	20.83
Cashiers.....	5.93	-	-	-	-	-
Administrative support occupations, including clerical	-	-	-	-	-	-
Records clerks, N.E.C.....	8.52	-	-	-	-	-
Bookkeepers, accounting and auditing clerks....	9.60	7.07	9.35	9.57	10.10	11.42
General office clerks.....	7.96	6.00	6.31	7.42	9.57	10.00
Blue-collar occupations.....	10.31	6.40	7.45	9.57	12.18	15.14
Precision production, craft, and repair occupations...	12.20	7.00	8.65	11.78	14.43	16.97
Machine operators, assemblers, and inspectors.....	9.52	6.50	7.50	9.23	11.50	12.46
Miscellaneous machine operators, N.E.C.....	8.66	6.45	6.95	7.70	10.15	11.74
Assemblers.....	9.18	-	-	-	-	-
Production inspectors, checkers and examiners...	9.54	-	-	-	-	-
Transportation and material moving occupations.....	12.30	\$7.00	\$8.85	\$10.92	\$16.36	\$18.92
Industrial truck and tractor equipment operators	9.91	-	-	-	-	-
Handlers, equipment cleaners, helpers, and laborers...	7.98	5.25	6.18	7.35	9.05	11.92
Construction laborers.....	7.98	-	-	-	-	-
Stock handlers and baggers.....	8.15	-	-	-	-	-
Laborers except construction, N.E.C.....	7.01	5.00	5.90	6.65	7.05	9.66
Service occupations.....	7.34	4.83	5.35	6.25	8.79	11.51
Protective service occupations.....	-	-	-	-	-	-
Food service occupations.....	5.53	3.00	5.00	5.39	6.07	6.81
Food preparation occupations, N.E.C.....	5.48	4.77	5.00	5.25	6.00	6.50
Health service occupations.....	6.09	\$4.98	\$5.25	\$5.75	\$6.71	\$7.50
Nursing aides, orderlies and attendants.....	5.88	4.83	5.15	5.50	6.50	7.00
Cleaning and building service occupations.....	7.08	5.00	5.50	6.25	7.80	10.05
Maids and housemen.....	5.33	-	-	-	-	-
Janitors and cleaners.....	7.04	5.40	5.62	6.41	7.80	9.90
Personal service occupations.....	-	-	-	-	-	-

See footnotes following Table 2.

Table 2. Mean hourly earnings(1) by occupational group and selected characteristic, all industries, Statewide Arkansas, July, 1997

Occupational group(2)	Full-time	Part-time	Union(4)	Nonunion	Time(5)	Incen- tive(5)
	workers	workers				
	(3)	(3)				
All occupations.....	\$13.89	\$7.21	\$12.08	\$13.79	\$13.71	\$11.85
All occupations excluding sales.....	13.93	7.30	12.08	13.87	13.80	11.05
White-collar occupations.....	18.13	9.57	13.37	17.82	17.91	14.85
White-collar excluding sales.....	18.49	-	13.38	18.28	18.24	18.75
Professional specialty & technical occupations.....	-	-	-	-	-	-
Professional specialty occupations..	21.92	-	-	21.67	21.67	-
Technical occupations.....	-	-	-	-	-	-
Executive, administrative, and managerial occupations.....	-	-	-	-	-	-
Sales occupations.....	12.62	-	-	11.72	-	-
Administrative support including clerical occupations.....	-	6.45	-	-	-	-
Blue-collar occupations.....	10.46	5.79	12.05	9.63	10.22	-
Precision production, craft, and repair occupations.....	12.23	-	-	11.81	12.15	-
Machine operators, assemblers, and inspectors.....	9.52	-	10.98	8.88	9.75	-
Transportation and material moving occupations.....	12.60	-	-	-	11.32	-
Handlers, equipment cleaners, helpers, and laborers.....	8.37	-	10.11	7.46	7.85	-
Service occupations.....	7.65	5.42	-	7.34	7.36	-

1 Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, hazard pay, and on-call 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. The 10th, 25th, 50th, 75th and 90th

percentiles designate position in the earnings distribution. At the 50th percentile, the median, half of the workers receive the same as or more than the rate shown, and half receive the same as or less than the rate shown. At the 25th percentile, one-fourth of the workers earn the same as or less than the rate shown. At the 75th percentile, one-fourth earn the same as or more than the rate shown. The 10th and 90th percentiles follow the same logic.

2 A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. Individual occupations are classified into one of nine major occupational groups.

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

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

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

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups and occupational levels may include data for categories not shown separately. N.E.C. means "not elsewhere classified."

Table 3. Number of workers(1) within scope of survey by occupational group, Statewide Arkansas, July, 1997

Occupational group(2)	All workers	
	All industries	Private industry
All occupations.....	701,149	539,269
All occupations excluding sales.....	677,887	517,277
White-collar occupations.....	340,000	222,506
White-collar excluding sales.....	316,738	200,514
Professional specialty and technical occupations.....	-	-
Professional specialty occupations.....	103,967	-
Technical occupations.....	-	-
Executive, administrative, and managerial occupations.....	-	-
Sales occupations.....	23,262	21,992
Administrative support including clerical occupations.....	-	-
Blue-collar occupations.....	281,884	265,958
Precision production, craft, and repair occupations.....	62,841	58,461
Machine operators, assemblers, and inspectors.....	121,760	121,745
Transportation and material moving occupations.....	45,310	38,410
Handlers, equipment cleaners, helpers, and laborers.....	51,975	47,343
Service occupations.....	79,265	50,805

1 Both full-time and part-time workers were included in the survey. 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 establishment, where a 40-hour week is the minimum full-time schedule.

2 A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. Individual occupations are classified into one of nine major occupational groups.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups and occupational levels may include data for categories not shown separately. N.E.C. means "not elsewhere classified."

Table 4. Number of establishments studied by industry group and employment size, and number represented by industry group, Statewide Arkansas, July, 1997

Industry	Within scope of survey	Number of establishments studied				
		Total studied	50 - 99 workers	100 workers or more:		
				Total	100 - 499 workers	500 workers or more
All industries.....	3,156	215	65	150	101	49
Private industry.....	2,647	163	52	111	76	35
Goods-producing industries.....	935	66	14	52	32	20
Mining.....	14	7	5	2	2	-
Construction.....	123	10	6	4	4	-
Manufacturing.....	798	49	3	46	26	20
Service-producing industries.....	1,712	97	38	59	44	15
Tranportation and public utilities..	164	8	4	4	1	3
Wholesale and retail trade.....	774	18	9	9	8	1
Finance, insurance and real estate..	119	9	5	4	3	1
Services.....	654	62	20	42	32	10
State and local government.....	509	52	13	39	25	14

NOTE: Dashes indicate that no data were reported. Overall industry and industry groups may include data for categories not shown separately.