

Reading, PA National Compensation Survey January 2006



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Preface

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

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

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

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

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

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 Reading, PA, metropolitan area. Data were collected between June 2005 and July 2006; the average reference month is January 2006. 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 have undergone a number of significant changes. Beginning with the 3135 bulletin series, the releases employ:

1. The 2000 Standard Occupational Classification (SOC) system and the 2002 North American Industry Classification System (NAICS)
2. An expanded scope of establishments, lowering the minimum establishment size for private industry from 50 workers to 1 worker
3. Imputation for temporary non-response situations
4. Benchmarking of estimated employment
5. Redesigned tables, to reflect the new classification system and to emphasize work levels

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 occupational aggregation, full-time or part-time status, union or nonunion status, and time or incentive pay. Establishment characteristics include goods and service producing and size of establishment.

Table 2 presents mean hourly earnings data by work level for major occupational 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 ag-

gregations 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, Reading, PA, January 2006

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	\$18.23	3.5	36.0	\$17.42	4.1	36.1	\$24.70	2.7	35.4
Worker characteristics^{4,5}									
Management, professional, and related	30.71	4.3	36.6	29.88	5.5	37.1	33.47	3.3	35.0
Management, business, and financial	35.44	6.9	40.7	35.36	7.6	40.5	36.25	12.3	42.2
Professional and related	27.75	6.1	34.4	25.40	9.7	34.6	32.92	4.9	33.8
Service	11.19	5.4	30.4	10.14	6.6	29.6	15.69	2.4	34.9
Sales and office	14.74	4.0	34.6	14.72	4.2	34.6	15.06	1.4	36.4
Sales and related	14.98	13.4	31.1	14.99	13.4	31.2	—	—	—
Office and administrative support	14.64	3.0	36.4	14.60	3.2	36.4	15.09	1.3	36.7
Natural resources, construction, and maintenance	17.62	8.4	39.7	17.73	9.1	39.9	16.38	2.6	38.4
Construction and extraction	16.62	3.8	38.6	16.48	4.1	38.6	17.80	6.8	39.3
Installation, maintenance, and repair	18.67	12.0	40.5	18.85	12.6	40.7	16.41	2.1	37.9
Production, transportation, and material moving	14.37	3.1	40.3	14.30	3.1	40.4	18.32	9.3	36.8
Production	15.00	2.4	38.4	14.99	2.4	38.4	—	—	—
Transportation and material moving	13.79	5.6	42.2	13.66	5.7	42.4	18.72	9.0	36.4
Full time	19.31	3.5	40.1	18.49	4.1	40.4	25.54	2.0	38.2
Part time	9.68	11.4	19.9	9.38	12.9	20.1	13.66	17.2	18.0
Union	21.43	2.7	37.7	15.87	4.0	38.9	25.68	.6	36.8
Nonunion	17.66	4.3	35.7	17.54	4.4	35.9	21.56	13.2	31.6
Time	17.82	3.3	35.4	16.87	3.9	35.4	24.70	2.7	35.4
Incentive	22.60	18.3	45.0	22.60	18.3	45.0	—	—	—
Establishment characteristics									
Goods producing	(⁶)	(⁶)	(⁶)	18.49	5.7	39.6	(⁶)	(⁶)	(⁶)
Service providing	(⁶)	(⁶)	(⁶)	17.00	5.3	34.9	(⁶)	(⁶)	(⁶)
1-99 workers	16.83	6.4	35.7	16.78	6.5	35.7	21.96	7.8	37.1
100-499 workers	18.44	5.9	35.0	17.49	6.9	35.1	26.53	6.7	34.3
500 workers or more	20.69	3.7	37.8	19.08	4.9	38.8	24.25	1.3	35.7

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, Reading, PA, January 2006**

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	\$18.23	3.5	\$19.31	3.5	\$9.68	11.4
Management occupations	44.40	10.4	44.40	10.4	—	—
Level 9	43.03	29.7	43.03	29.7	—	—
Level 11	47.51	27.8	47.51	27.8	—	—
Not able to be leveled	49.67	7.8	49.67	7.8	—	—
Industrial production managers	43.20	34.1	43.20	34.1	—	—
Education administrators	41.97	11.8	41.97	11.8	—	—
Business and financial operations occupations	28.29	6.7	28.29	6.7	—	—
Level 7	20.92	2.2	20.92	2.2	—	—
Level 9	34.17	11.0	34.17	11.0	—	—
Computer and mathematical science occupations	28.33	4.1	28.33	4.1	—	—
Computer systems analysts	32.65	5.7	32.65	5.7	—	—
Architecture and engineering occupations	32.21	10.3	32.21	10.3	—	—
Industrial engineers, including health and safety	32.93	12.8	32.93	12.8	—	—
Industrial engineers	32.93	12.8	32.93	12.8	—	—
Community and social services occupations	17.21	9.2	17.21	9.2	—	—
Education, training, and library occupations	31.86	6.6	34.15	7.6	15.17	20.3
Level 2	11.16	2.0	—	—	11.09	1.4
Level 6	12.65	16.2	—	—	—	—
Level 7	31.57	15.7	31.65	15.9	—	—
Level 8	35.46	6.5	35.06	6.6	—	—
Level 9	37.78	.2	37.84	.1	—	—
Postsecondary teachers	45.49	7.6	45.81	7.7	—	—
Primary, secondary, and special education school teachers	33.30	8.2	34.54	8.5	20.46	37.4
Level 7	20.52	34.8	—	—	—	—
Level 8	35.49	6.7	—	—	—	—
Level 9	38.16	.2	—	—	—	—
Elementary and middle school teachers	35.20	6.5	35.31	6.6	—	—
Level 8	33.54	9.8	33.54	9.8	—	—
Level 9	39.02	.1	39.02	.1	—	—
Elementary school teachers, except special education	38.47	2.6	38.63	2.6	—	—
Level 8	38.39	5.8	38.39	5.8	—	—
Level 9	39.04	.1	39.04	.1	—	—
Middle school teachers, except special and vocational education	29.84	16.0	—	—	—	—
Secondary school teachers	37.36	4.4	37.87	3.1	—	—
Secondary school teachers, except special and vocational education	37.14	4.6	37.65	3.3	—	—
Other teachers and instructors	37.86	1.5	—	—	—	—
Teacher assistants	11.35	3.2	12.71	10.2	10.57	.9
Level 2	11.16	2.0	—	—	11.09	1.4
Healthcare practitioner and technical occupations	23.03	2.4	24.15	7.3	—	—
Level 5	19.41	1.9	—	—	—	—
Level 6	20.77	4.1	—	—	—	—
Level 8	—	—	27.37	6.5	—	—
Registered nurses	—	—	33.42	18.0	—	—
Healthcare support occupations	11.69	3.5	11.85	3.4	10.34	8.5
Level 3	12.00	3.7	12.39	3.8	—	—
Level 4	12.74	3.0	—	—	—	—
Nursing, psychiatric, and home health aides	11.42	2.3	11.43	2.2	—	—
Nursing aides, orderlies, and attendants	11.37	3.7	11.39	3.5	—	—
Miscellaneous healthcare support occupations	12.31	5.5	13.21	3.6	—	—
Protective service occupations	19.45	8.4	21.24	2.7	—	—
Level 7	25.39	1.9	25.39	1.9	—	—
Police officers	26.75	3.6	26.75	3.6	—	—

See footnotes at end of table.

Table 2. **Civilian workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Reading, PA, January 2006** — 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)
Police and sheriff's patrol officers	\$26.75	3.6	\$26.75	3.6	—	—
Food preparation and serving related occupations	7.50	5.0	9.48	7.9	\$5.69	9.8
Level 1	5.15	10.9	5.69	4.4	4.77	15.1
Level 2	7.38	17.1	9.99	7.9	5.98	31.5
Level 3	9.26	7.8	—	—	—	—
Level 4	8.92	32.7	—	—	—	—
Cooks	10.98	6.3	—	—	—	—
Food preparation workers	9.19	12.1	—	—	—	—
Food service, tipped	3.86	21.1	—	—	4.11	22.1
Level 1	2.95	6.5	—	—	—	—
Waiters and waitresses	3.61	21.3	—	—	3.90	22.6
Level 1	2.67	1.7	—	—	—	—
Fast food and counter workers	8.57	7.4	—	—	7.95	9.0
Combined food preparation and serving workers, including fast food	8.46	7.0	—	—	—	—
Building and grounds cleaning and maintenance occupations	12.19	10.5	13.23	9.5	7.25	6.7
Level 1	9.72	6.6	10.77	4.6	7.11	7.5
Level 2	12.05	6.1	12.05	6.1	—	—
Level 3	11.79	9.3	12.81	5.7	—	—
Building cleaning workers	10.67	5.8	11.99	3.4	7.25	6.7
Level 1	9.66	8.9	11.37	4.1	7.11	7.5
Level 2	11.14	5.7	11.14	5.7	—	—
Level 3	11.79	9.3	12.81	5.7	—	—
Janitors and cleaners, except maids and housekeeping cleaners	11.30	4.2	12.17	3.3	7.88	4.1
Level 1	10.46	5.5	11.37	4.1	7.88	5.9
Level 2	12.01	2.8	12.01	2.8	—	—
Level 3	11.79	9.3	12.81	5.7	—	—
Personal care and service occupations	11.43	18.8	—	—	8.57	9.7
Sales and related occupations	14.98	13.4	19.03	17.9	7.18	6.4
Level 2	7.21	8.1	—	—	—	—
Level 3	8.63	8.3	—	—	—	—
Level 4	23.88	27.9	—	—	—	—
Retail sales workers	12.26	14.7	15.09	19.2	7.19	8.1
Level 2	7.23	9.9	—	—	—	—
Level 3	8.63	8.3	—	—	—	—
Cashiers, all workers	7.19	6.4	—	—	6.64	2.3
Level 2	6.71	.0	—	—	6.47	.0
Cashiers	7.19	6.4	—	—	6.64	2.3
Level 2	6.71	.0	—	—	6.47	.0
Retail salespersons	15.79	33.7	17.96	29.2	—	—
Office and administrative support occupations	14.64	3.0	14.91	3.3	11.36	10.3
Level 1	8.12	9.0	—	—	—	—
Level 2	10.62	4.0	—	—	—	—
Level 3	12.43	3.7	—	—	—	—
Level 4	15.73	6.0	—	—	—	—
Level 5	18.00	5.5	—	—	—	—
Level 6	17.34	7.2	—	—	—	—
Not able to be leveled	15.85	6.0	—	—	—	—
Financial clerks	15.57	7.9	15.85	8.2	—	—
Level 3	10.94	2.2	—	—	—	—
Level 4	14.97	5.1	—	—	—	—
Bookkeeping, accounting, and auditing clerks	15.78	13.1	16.26	13.6	—	—
Customer service representatives	15.19	7.7	15.63	8.4	—	—
Order clerks	15.39	25.0	15.39	25.0	—	—
Receptionists and information clerks	11.58	6.5	—	—	—	—
Dispatchers	17.37	18.9	—	—	—	—
Shipping, receiving, and traffic clerks	12.47	6.3	12.47	6.3	—	—
Level 3	12.33	6.2	12.33	6.2	—	—
Stock clerks and order fillers	9.90	8.7	—	—	—	—

See footnotes at end of table.

Table 2. **Civilian workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Reading, PA, January 2006** — 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)
Secretaries and administrative assistants	\$16.10	6.1	\$16.25	6.4	—	—
Level 4	13.84	6.5	13.84	6.5	—	—
Level 5	17.68	10.4	19.06	8.1	—	—
Executive secretaries and administrative assistants	17.77	5.4	17.77	5.4	—	—
Secretaries, except legal, medical, and executive	15.62	8.7	15.63	8.7	—	—
Level 4	13.76	7.7	13.76	7.7	—	—
Data entry and information processing workers	16.29	7.9	16.29	7.9	—	—
Office clerks, general	12.69	3.5	12.56	2.8	—	—
Level 4	14.15	3.9	—	—	—	—
Construction and extraction occupations	16.62	3.8	16.59	3.9	—	—
Level 2	11.65	5.3	11.65	5.3	—	—
Installation, maintenance, and repair occupations	18.67	12.0	18.67	12.0	—	—
Level 5	15.16	11.0	—	—	—	—
Level 6	18.53	7.0	—	—	—	—
Level 7	20.48	8.7	—	—	—	—
Industrial machinery installation, repair, and maintenance workers	19.21	2.0	19.21	2.0	—	—
Maintenance and repair workers, general	16.83	3.2	16.83	3.2	—	—
Production occupations	15.00	2.4	15.32	2.0	—	—
Level 1	8.92	5.8	—	—	—	—
Level 2	11.62	5.6	—	—	—	—
Level 3	13.36	7.3	—	—	—	—
Level 4	15.36	1.7	—	—	—	—
Level 5	17.18	5.3	—	—	—	—
Level 6	20.90	1.5	—	—	—	—
Level 7	22.66	12.1	—	—	—	—
First-line supervisors/managers of production and operating workers	22.72	2.2	22.72	2.2	—	—
Electrical, electronics, and electromechanical assemblers	14.49	1.9	14.49	1.9	—	—
Electrical and electronic equipment assemblers	14.49	1.9	14.49	1.9	—	—
Miscellaneous assemblers and fabricators	13.03	9.9	13.24	9.1	—	—
Miscellaneous metalworkers and plastic workers	17.76	15.5	17.76	15.5	—	—
Printers	17.73	5.3	17.73	5.3	—	—
Level 5	18.99	5.1	18.99	5.1	—	—
Printing machine operators	17.85	5.4	17.85	5.4	—	—
Cutting workers	13.14	4.3	13.14	4.3	—	—
Cutting and slicing machine setters, operators, and tenders	13.14	4.3	13.14	4.3	—	—
Packaging and filling machine operators and tenders	14.51	5.7	14.51	5.7	—	—
Miscellaneous production workers	13.12	11.3	13.12	11.3	—	—
Level 1	9.43	5.1	9.43	5.1	—	—
Level 3	16.37	6.5	16.37	6.5	—	—
Paper goods machine setters, operators, and tenders	15.54	15.9	15.54	15.9	—	—
Helpers—production workers	13.58	3.3	13.58	3.3	—	—
Transportation and material moving occupations	13.79	5.6	13.90	5.5	\$9.77	9.4
Level 1	9.57	2.2	—	—	—	—
Level 2	11.10	4.7	—	—	—	—
Level 3	14.98	1.6	—	—	—	—
Level 4	15.01	7.3	—	—	—	—
Level 5	16.42	2.4	—	—	—	—
Driver/sales workers and truck drivers	14.78	5.9	14.90	5.5	—	—
Truck drivers, heavy and tractor-trailer	15.84	2.8	15.84	2.8	—	—
Industrial truck and tractor operators	13.89	3.3	13.89	3.3	—	—

See footnotes at end of table.

Table 2. **Civilian workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Reading, PA, January 2006** — 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)
Laborers and material movers, hand	\$13.34	2.7	\$13.53	3.0	—	—
Level 1	9.72	1.9	9.80	1.1	—	—
Level 3	15.00	2.1	15.00	2.1	—	—
Laborers and freight, stock, and material movers, hand	14.96	3.8	15.35	2.9	—	—
Level 3	15.68	4.3	15.68	4.3	—	—
Packers and packagers, hand	12.89	4.2	—	—	—	—
Level 1	9.65	5.1	9.37	6.5	—	—

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 3. Private industry workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Reading, PA, January 2006

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	\$17.42	4.1	\$18.49	4.1	\$9.38	12.9
Management occupations	46.38	11.8	46.38	11.8	—	—
Level 9	45.07	33.4	45.07	33.4	—	—
Not able to be leveled	49.61	8.0	49.61	8.0	—	—
Industrial production managers	43.20	34.1	43.20	34.1	—	—
Business and financial operations occupations	28.10	6.8	28.10	6.8	—	—
Level 7	20.69	2.7	20.69	2.7	—	—
Level 9	34.17	11.0	34.17	11.0	—	—
Computer and mathematical science occupations	28.62	4.2	28.62	4.2	—	—
Computer systems analysts	32.65	5.7	32.65	5.7	—	—
Architecture and engineering occupations	32.47	10.1	32.47	10.1	—	—
Industrial engineers, including health and safety	32.93	12.8	32.93	12.8	—	—
Industrial engineers	32.93	12.8	32.93	12.8	—	—
Education, training, and library occupations	15.60	16.1	—	—	—	—
Postsecondary teachers	38.98	9.2	39.75	9.9	—	—
Healthcare practitioner and technical occupations	22.51	1.5	23.51	8.1	—	—
Level 6	20.13	.9	—	—	—	—
Level 8	—	—	26.85	5.8	—	—
Healthcare support occupations	11.49	3.9	11.66	4.0	10.34	8.5
Level 3	11.52	4.4	—	—	—	—
Level 4	12.72	3.0	—	—	—	—
Nursing, psychiatric, and home health aides	11.06	3.5	—	—	—	—
Nursing aides, orderlies, and attendants	10.85	6.2	—	—	—	—
Miscellaneous healthcare support occupations	12.30	5.6	—	—	—	—
Food preparation and serving related occupations	7.08	3.2	9.00	5.7	5.47	9.9
Level 1	4.92	14.2	—	—	4.47	17.9
Level 2	7.06	16.9	—	—	5.95	31.9
Food service, tipped	3.78	21.8	—	—	4.09	22.4
Level 1	2.77	3.7	—	—	2.91	9.8
Waiters and waitresses	3.61	21.3	—	—	3.90	22.6
Level 1	2.67	1.7	—	—	—	—
Fast food and counter workers	8.17	7.9	—	—	—	—
Combined food preparation and serving workers, including fast food	8.45	7.1	—	—	—	—
Building and grounds cleaning and maintenance occupations	11.73	15.2	12.98	14.0	—	—
Level 1	9.45	8.6	10.55	5.4	—	—
Building cleaning workers	9.48	7.1	11.06	4.1	—	—
Level 1	9.22	12.7	11.24	6.6	—	—
Janitors and cleaners, except maids and housekeeping cleaners	10.18	5.3	11.27	4.5	—	—
Level 1	10.23	8.6	11.24	6.6	—	—
Personal care and service occupations	11.53	19.1	—	—	8.61	10.2
Sales and related occupations	14.99	13.4	19.03	17.9	7.17	6.4
Level 2	7.21	8.1	—	—	7.00	6.6
Level 3	8.62	8.4	8.97	9.4	—	—
Level 4	23.88	27.9	23.88	27.9	—	—
Retail sales workers	12.27	14.7	15.09	19.2	7.17	8.2
Level 2	7.23	9.9	—	—	6.94	9.9
Level 3	8.62	8.4	8.97	9.4	—	—
Cashiers, all workers	7.17	6.3	—	—	6.61	2.2
Level 2	6.71	.0	—	—	6.47	.0
Cashiers	7.17	6.3	—	—	6.61	2.2
Level 2	6.71	.0	—	—	6.47	.0
Retail salespersons	15.79	33.7	17.96	29.2	—	—

See footnotes at end of table.

Table 3. Private industry workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Reading, PA, January 2006 — 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	\$14.60	3.2	\$14.90	3.6	\$11.30	10.6
Level 1	8.12	9.0	—	—	—	—
Level 2	10.62	4.0	11.12	3.9	—	—
Level 3	12.36	3.9	12.46	4.0	—	—
Level 4	15.95	6.6	15.89	6.9	—	—
Level 5	18.49	5.7	19.03	4.5	—	—
Level 6	17.39	7.4	17.24	7.6	—	—
Not able to be leveled	15.60	6.1	15.60	6.1	—	—
Financial clerks	15.56	8.6	15.86	8.9	—	—
Level 3	10.93	2.3	—	—	—	—
Level 4	14.81	5.2	14.81	5.2	—	—
Bookkeeping, accounting, and auditing clerks	15.78	15.1	16.34	15.6	—	—
Customer service representatives	15.19	7.7	15.63	8.4	—	—
Order clerks	15.39	25.0	15.39	25.0	—	—
Receptionists and information clerks	11.58	6.5	—	—	—	—
Shipping, receiving, and traffic clerks	12.47	6.3	12.47	6.3	—	—
Level 3	12.33	6.2	12.33	6.2	—	—
Stock clerks and order fillers	9.90	8.7	—	—	—	—
Secretaries and administrative assistants	16.06	6.9	16.21	7.3	—	—
Level 4	13.75	7.0	13.75	7.0	—	—
Executive secretaries and administrative assistants	17.77	5.4	17.77	5.4	—	—
Secretaries, except legal, medical, and executive	15.44	10.6	15.44	10.6	—	—
Level 4	13.63	8.5	13.63	8.5	—	—
Office clerks, general	12.71	3.6	12.67	3.3	—	—
Construction and extraction occupations	16.48	4.1	16.45	4.2	—	—
Installation, maintenance, and repair occupations	18.85	12.6	18.85	12.6	—	—
Level 6	18.53	7.0	18.53	7.0	—	—
Industrial machinery installation, repair, and maintenance workers	20.09	3.8	20.09	3.8	—	—
Production occupations	14.99	2.4	15.32	2.0	—	—
Level 1	8.92	5.8	9.00	6.2	—	—
Level 2	11.62	5.6	11.83	5.5	—	—
Level 3	13.31	7.3	14.09	5.2	—	—
Level 4	15.36	1.7	15.36	1.7	—	—
Level 5	17.23	5.4	17.23	5.4	—	—
Level 6	20.90	1.5	20.90	1.5	—	—
Level 7	22.90	12.8	22.90	12.8	—	—
First-line supervisors/managers of production and operating workers	22.72	2.2	22.72	2.2	—	—
Electrical, electronics, and electromechanical assemblers	14.49	1.9	14.49	1.9	—	—
Electrical and electronic equipment assemblers	14.49	1.9	14.49	1.9	—	—
Miscellaneous assemblers and fabricators	13.03	9.9	13.24	9.1	—	—
Miscellaneous metalworkers and plastic workers	17.76	15.5	17.76	15.5	—	—
Printers	17.74	5.4	17.74	5.4	—	—
Printing machine operators	17.86	5.5	17.86	5.5	—	—
Cutting workers	13.14	4.3	13.14	4.3	—	—
Cutting and slicing machine setters, operators, and tenders	13.14	4.3	13.14	4.3	—	—
Packaging and filling machine operators and tenders	14.51	5.7	14.51	5.7	—	—
Miscellaneous production workers	13.05	11.4	13.05	11.4	—	—
Level 1	9.43	5.1	9.43	5.1	—	—
Paper goods machine setters, operators, and tenders	15.54	15.9	15.54	15.9	—	—
Helpers--production workers	13.35	3.4	13.35	3.4	—	—
Transportation and material moving occupations	13.66	5.7	13.77	5.5	—	—
Level 1	9.57	2.2	9.65	1.7	—	—
Level 2	11.10	4.7	11.10	4.7	—	—
Level 3	15.01	1.7	15.01	1.7	—	—
Level 4	14.93	7.4	14.93	7.4	—	—
Level 5	16.36	2.4	16.36	2.4	—	—
Driver/sales workers and truck drivers	14.76	6.0	14.88	5.6	—	—

See footnotes at end of table.

Table 3. Private industry workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Reading, PA, January 2006 — 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)
Truck drivers, heavy and tractor-trailer	\$15.84	2.8	\$15.84	2.8	—	—
Industrial truck and tractor operators	13.89	3.3	13.89	3.3	—	—
Laborers and material movers, hand	13.34	2.7	13.53	3.0	—	—
Level 1	9.72	1.9	9.80	1.1	—	—
Level 3	15.00	2.1	15.00	2.1	—	—
Laborers and freight, stock, and material movers, hand	14.96	3.8	15.35	2.9	—	—
Level 3	15.68	4.3	15.68	4.3	—	—
Packers and packagers, hand	12.89	4.2	—	—	—	—
Level 1	9.65	5.1	9.37	6.5	—	—

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 4. State and local government workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Reading, PA, January 2006

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	\$24.70	2.7	\$25.54	2.0	\$13.66	17.2
Management occupations	36.17	14.3	36.17	14.3	—	—
Level 9	33.01	5.1	33.01	5.1	—	—
Education administrators	42.00	10.8	42.00	10.8	—	—
Education, training, and library occupations	35.43	1.0	37.83	1.2	16.72	20.6
Level 2	11.16	2.0	—	—	11.09	1.4
Level 7	38.31	1.4	38.54	1.3	—	—
Level 8	38.04	.5	37.68	1.3	—	—
Level 9	38.20	.1	38.20	.1	—	—
Primary, secondary, and special education school teachers	37.54	.3	37.85	.7	31.72	16.2
Level 8	38.08	.5	37.71	1.4	—	—
Level 9	38.16	.2	38.16	.2	—	—
Elementary and middle school teachers	37.65	2.4	37.79	2.5	—	—
Level 8	37.16	4.2	37.16	4.2	—	—
Level 9	39.02	.1	39.02	.1	—	—
Elementary school teachers, except special education	38.47	2.6	38.63	2.6	—	—
Level 8	38.39	5.8	38.39	5.8	—	—
Level 9	39.04	.1	39.04	.1	—	—
Secondary school teachers	37.36	4.4	37.87	3.1	—	—
Secondary school teachers, except special and vocational education	37.14	4.6	37.65	3.3	—	—
Other teachers and instructors	37.86	1.5	—	—	—	—
Teacher assistants	11.35	3.2	12.71	10.2	10.57	.9
Level 2	11.16	2.0	—	—	11.09	1.4
Healthcare support occupations	12.91	1.0	12.91	1.0	—	—
Protective service occupations	21.80	2.5	21.92	2.4	—	—
Level 7	25.39	1.9	25.39	1.9	—	—
Police officers	26.75	3.6	26.75	3.6	—	—
Police and sheriff's patrol officers	26.75	3.6	26.75	3.6	—	—
Food preparation and serving related occupations	12.21	1.1	13.11	5.6	10.15	.6
Building and grounds cleaning and maintenance occupations	13.48	7.7	13.83	6.3	—	—
Level 1	10.98	6.4	—	—	—	—
Building cleaning workers	12.64	4.8	12.97	3.6	—	—
Level 1	10.98	6.4	—	—	—	—
Janitors and cleaners, except maids and housekeeping cleaners	12.64	4.8	12.97	3.6	—	—
Level 1	10.98	6.4	—	—	—	—
Office and administrative support occupations	15.09	1.3	15.10	1.2	—	—
Level 3	14.64	2.5	—	—	—	—
Level 4	13.89	2.4	13.96	2.0	—	—
Secretaries and administrative assistants	16.48	3.2	—	—	—	—
Secretaries, except legal, medical, and executive	16.48	3.2	—	—	—	—

See footnotes at end of table.

Table 4. **State and local government workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Reading, PA, January 2006** — 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)
Construction and extraction occupations	\$17.80	6.8	\$17.80	6.8	—	—
Installation, maintenance, and repair occupations	16.41	2.1	16.41	2.1	—	—
Transportation and material moving occupations	18.72	9.0	19.46	9.3	—	—

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 5. Combined work levels¹ for civilian workers: Mean hourly earnings² for full-time and part-time workers³, Reading, PA, January 2006

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	\$18.23	3.5	\$19.31	3.5	\$9.68	11.4
Management occupations	44.40	10.4	44.40	10.4	—	—
Group III	45.53	18.2	—	—	—	—
Industrial production managers	43.20	34.1	43.20	34.1	—	—
Education administrators	41.97	11.8	41.97	11.8	—	—
Group III	40.40	12.7	—	—	—	—
Business and financial operations occupations	28.29	6.7	28.29	6.7	—	—
Group II	22.76	5.9	—	—	—	—
Group III	35.40	8.7	—	—	—	—
Computer and mathematical science occupations	28.33	4.1	28.33	4.1	—	—
Group II	25.20	11.7	—	—	—	—
Computer systems analysts	32.65	5.7	32.65	5.7	—	—
Architecture and engineering occupations	32.21	10.3	32.21	10.3	—	—
Group II	26.81	3.7	—	—	—	—
Group III	38.05	13.9	—	—	—	—
Engineers	—	—	—	—	—	—
Group III	38.05	13.9	—	—	—	—
Industrial engineers, including health and safety	32.93	12.8	32.93	12.8	—	—
Industrial engineers	32.93	12.8	32.93	12.8	—	—
Community and social services occupations	17.21	9.2	17.21	9.2	—	—
Group II	17.21	9.2	—	—	—	—
Education, training, and library occupations	31.86	6.6	34.15	7.6	15.17	20.3
Group I	11.06	3.2	—	—	—	—
Group II	32.17	9.8	—	—	—	—
Group III	39.40	.2	—	—	—	—
Postsecondary teachers	45.49	7.6	45.81	7.7	—	—
Group III	43.98	2.8	—	—	—	—
Primary, secondary, and special education school teachers	33.30	8.2	34.54	8.5	20.46	37.4
Group II	31.47	11.1	—	—	—	—
Group III	38.16	.2	—	—	—	—
Elementary and middle school teachers	35.20	6.5	35.31	6.6	—	—
Group II	33.56	9.2	—	—	—	—
Group III	39.02	.1	—	—	—	—
Elementary school teachers, except special education	38.47	2.6	38.63	2.6	—	—
Group II	37.99	5.1	38.30	4.9	—	—
Group III	39.04	.1	39.04	.1	—	—
Middle school teachers, except special and vocational education	29.84	16.0	—	—	—	—
Secondary school teachers	37.36	4.4	37.87	3.1	—	—
Group II	37.84	6.9	—	—	—	—
Secondary school teachers, except special and vocational education	37.14	4.6	37.65	3.3	—	—
Group II	37.85	7.2	38.73	5.0	—	—
Other teachers and instructors	37.86	1.5	—	—	—	—
Group II	37.82	1.6	—	—	—	—
Teacher assistants	11.35	3.2	12.71	10.2	10.57	.9
Group I	11.35	3.2	12.71	10.2	10.57	.9
Healthcare practitioner and technical occupations	23.03	2.4	24.15	7.3	—	—
Group II	21.55	3.3	—	—	—	—
Registered nurses	—	—	33.42	18.0	—	—
Group II	—	—	27.75	3.4	—	—
Healthcare support occupations	11.69	3.5	11.85	3.4	10.34	8.5
Group I	11.78	3.9	—	—	—	—
Nursing, psychiatric, and home health aides	11.42	2.3	11.43	2.2	—	—
Group I	11.46	3.4	—	—	—	—
Nursing aides, orderlies, and attendants	11.37	3.7	11.39	3.5	—	—

See footnotes at end of table.

Table 5. Combined work levels¹ for civilian workers: Mean hourly earnings² for full-time and part-time workers³, Reading, PA, January 2006 — 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)
Nursing aides, orderlies, and attendants –Continued						
Group I	\$11.37	3.7	\$11.39	3.5	–	–
Miscellaneous healthcare support occupations	12.31	5.5	13.21	3.6	–	–
Group I	12.31	5.5	–	–	–	–
Protective service occupations	19.45	8.4	21.24	2.7	–	–
Group II	21.42	2.6	–	–	–	–
Police officers	26.75	3.6	26.75	3.6	–	–
Group II	27.03	4.1	–	–	–	–
Police and sheriff's patrol officers	26.75	3.6	26.75	3.6	–	–
Group II	27.03	4.1	27.03	4.1	–	–
Food preparation and serving related occupations	7.50	5.0	9.48	7.9	\$5.69	9.8
Group I	6.92	6.4	–	–	–	–
Cooks	10.98	6.3	–	–	–	–
Food preparation workers	9.19	12.1	–	–	–	–
Group I	9.19	12.1	–	–	–	–
Food service, tipped	3.86	21.1	–	–	4.11	22.1
Group I	3.86	21.1	–	–	–	–
Waiters and waitresses	3.61	21.3	–	–	3.90	22.6
Group I	3.61	21.3	–	–	3.90	22.6
Fast food and counter workers	8.57	7.4	–	–	7.95	9.0
Group I	8.61	7.6	–	–	–	–
Combined food preparation and serving workers, including fast food	8.46	7.0	–	–	–	–
Group I	8.51	7.3	–	–	–	–
Building and grounds cleaning and maintenance occupations	12.19	10.5	13.23	9.5	7.25	6.7
Group I	10.76	5.1	–	–	–	–
Building cleaning workers	10.67	5.8	11.99	3.4	7.25	6.7
Group I	10.67	5.8	–	–	–	–
Janitors and cleaners, except maids and housekeeping cleaners	11.30	4.2	12.17	3.3	7.88	4.1
Group I	11.30	4.2	12.17	3.3	7.88	4.1
Personal care and service occupations	11.43	18.8	–	–	8.57	9.7
Group I	8.75	7.4	–	–	–	–
Sales and related occupations	14.98	13.4	19.03	17.9	7.18	6.4
Group I	11.66	13.7	–	–	–	–
Group II	22.24	9.3	–	–	–	–
Retail sales workers	12.26	14.7	15.09	19.2	7.19	8.1
Group I	12.14	15.1	–	–	–	–
Cashiers, all workers	7.19	6.4	–	–	6.64	2.3
Group I	7.19	6.4	–	–	–	–
Cashiers	7.19	6.4	–	–	6.64	2.3
Group I	7.19	6.4	–	–	6.64	2.3
Retail salespersons	15.79	33.7	17.96	29.2	–	–
Group I	15.79	33.7	17.96	29.2	–	–
Office and administrative support occupations	14.64	3.0	14.91	3.3	11.36	10.3
Group I	13.26	3.3	–	–	–	–
Group II	17.77	4.5	–	–	–	–
Financial clerks	15.57	7.9	15.85	8.2	–	–
Group I	13.40	3.5	–	–	–	–
Group II	17.61	10.8	–	–	–	–
Bookkeeping, accounting, and auditing clerks	15.78	13.1	16.26	13.6	–	–
Group I	12.20	6.5	12.78	11.7	–	–
Customer service representatives	15.19	7.7	15.63	8.4	–	–
Group II	17.78	9.7	17.78	9.7	–	–
Order clerks	15.39	25.0	15.39	25.0	–	–
Group I	15.77	26.5	15.77	26.5	–	–
Receptionists and information clerks	11.58	6.5	–	–	–	–
Group I	11.58	6.5	–	–	–	–
Dispatchers	17.37	18.9	–	–	–	–

See footnotes at end of table.

Table 5. **Combined work levels¹ for civilian workers: Mean hourly earnings² for full-time and part-time workers³, Reading, PA, January 2006** — 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)
Shipping, receiving, and traffic clerks	\$12.47	6.3	\$12.47	6.3	—	—
Group I	12.47	6.3	12.47	6.3	—	—
Stock clerks and order fillers	9.90	8.7	—	—	—	—
Group I	9.74	8.5	—	—	—	—
Secretaries and administrative assistants	16.10	6.1	16.25	6.4	—	—
Group I	13.84	6.5	—	—	—	—
Group II	18.42	7.8	—	—	—	—
Executive secretaries and administrative assistants	17.77	5.4	17.77	5.4	—	—
Secretaries, except legal, medical, and executive	15.62	8.7	15.63	8.7	—	—
Group I	13.75	7.7	13.76	7.7	—	—
Group II	20.38	9.1	20.38	9.1	—	—
Data entry and information processing workers	16.29	7.9	16.29	7.9	—	—
Office clerks, general	12.69	3.5	12.56	2.8	—	—
Group I	12.69	3.5	12.56	2.8	—	—
Construction and extraction occupations	16.62	3.8	16.59	3.9	—	—
Group I	13.02	3.8	—	—	—	—
Group II	20.63	4.8	—	—	—	—
Installation, maintenance, and repair occupations	18.67	12.0	18.67	12.0	—	—
Group I	13.57	8.6	—	—	—	—
Group II	20.38	10.9	—	—	—	—
Industrial machinery installation, repair, and maintenance workers	19.21	2.0	19.21	2.0	—	—
Group II	20.07	2.5	—	—	—	—
Maintenance and repair workers, general	16.83	3.2	16.83	3.2	—	—
Production occupations	15.00	2.4	15.32	2.0	—	—
Group I	12.96	5.4	—	—	—	—
Group II	19.44	.4	—	—	—	—
First-line supervisors/managers of production and operating workers	22.72	2.2	22.72	2.2	—	—
Electrical, electronics, and electromechanical assemblers	14.49	1.9	14.49	1.9	—	—
Electrical and electronic equipment assemblers	14.49	1.9	14.49	1.9	—	—
Miscellaneous assemblers and fabricators	13.03	9.9	13.24	9.1	—	—
Group I	11.63	4.3	—	—	—	—
Miscellaneous metalworkers and plastic workers	17.76	15.5	17.76	15.5	—	—
Printers	17.73	5.3	17.73	5.3	—	—
Group II	18.52	7.4	—	—	—	—
Printing machine operators	17.85	5.4	17.85	5.4	—	—
Group II	18.83	6.6	18.83	6.6	—	—
Cutting workers	13.14	4.3	13.14	4.3	—	—
Group I	13.14	4.3	—	—	—	—
Cutting and slicing machine setters, operators, and tenders	13.14	4.3	13.14	4.3	—	—
Group I	13.14	4.3	13.14	4.3	—	—
Packaging and filling machine operators and tenders	14.51	5.7	14.51	5.7	—	—
Group I	14.51	5.7	14.51	5.7	—	—
Miscellaneous production workers	13.12	11.3	13.12	11.3	—	—
Group I	12.48	15.8	—	—	—	—
Paper goods machine setters, operators, and tenders	15.54	15.9	15.54	15.9	—	—
Helpers--production workers	13.58	3.3	13.58	3.3	—	—
Group I	13.58	3.3	13.58	3.3	—	—
Transportation and material moving occupations	13.79	5.6	13.90	5.5	\$9.77	9.4
Group I	12.54	4.5	—	—	—	—
Group II	16.60	2.9	—	—	—	—
Driver/sales workers and truck drivers	14.78	5.9	14.90	5.5	—	—
Group I	12.54	9.1	—	—	—	—
Truck drivers, heavy and tractor-trailer	15.84	2.8	15.84	2.8	—	—
Group I	14.66	3.4	14.66	3.4	—	—
Industrial truck and tractor operators	13.89	3.3	13.89	3.3	—	—
Laborers and material movers, hand	13.34	2.7	13.53	3.0	—	—
Group I	13.34	2.7	—	—	—	—

See footnotes at end of table.

Table 5. **Combined work levels¹ for civilian workers: Mean hourly earnings² for full-time and part-time workers³, Reading, PA, January 2006** — 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)
Laborers and freight, stock, and material movers, hand	\$14.96	3.8	\$15.35	2.9	—	—
Group I	14.96	3.8	15.35	2.9	—	—
Packers and packagers, hand	12.89	4.2	—	—	—	—
Group I	12.89	4.2	—	—	—	—

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.

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 6. Civilian workers: Hourly wage percentiles¹, Reading, PA, January 2006

Occupation ²	10	25	Median 50	75	90
All workers	\$8.25	\$11.07	\$15.33	\$20.90	\$31.25
Management occupations	25.15	27.26	34.68	50.52	78.37
Industrial production managers	28.71	34.68	34.68	42.37	75.96
Education administrators	27.28	30.53	44.08	51.54	52.50
Business and financial operations occupations	17.93	21.15	26.76	31.88	42.07
Computer and mathematical science occupations	19.58	22.35	28.56	35.34	38.11
Computer systems analysts	24.34	28.56	32.96	37.61	39.16
Architecture and engineering occupations	17.31	19.23	32.69	41.46	46.88
Industrial engineers, including health and safety	21.96	27.50	32.94	38.08	43.45
Industrial engineers	21.96	27.50	32.94	38.08	43.45
Community and social services occupations	10.79	15.87	16.32	18.03	22.39
Education, training, and library occupations	10.82	15.98	33.29	43.81	50.33
Postsecondary teachers	28.72	38.83	46.07	50.79	61.74
Primary, secondary, and special education school teachers	11.08	26.35	34.43	44.38	49.63
Elementary and middle school teachers	12.50	28.33	34.52	45.16	50.23
Elementary school teachers, except special education	26.71	30.42	36.22	46.86	51.30
Middle school teachers, except special and vocational education	11.55	12.36	30.54	38.62	46.86
Secondary school teachers	26.49	30.06	35.13	44.40	50.01
Secondary school teachers, except special and vocational education	26.35	30.06	35.13	43.95	50.88
Other teachers and instructors	27.77	31.11	37.84	45.24	51.09
Teacher assistants	8.00	9.75	11.33	12.10	15.10
Healthcare practitioner and technical occupations	16.77	19.75	20.62	24.01	30.73
Healthcare support occupations	10.04	11.01	11.35	12.76	14.16
Nursing, psychiatric, and home health aides	10.09	11.00	11.35	11.49	12.94
Nursing aides, orderlies, and attendants	8.65	10.25	11.43	12.10	13.01
Miscellaneous healthcare support occupations	8.66	10.85	12.76	14.16	14.16
Protective service occupations	9.50	14.38	18.93	25.22	28.48
Police officers	23.61	23.61	27.26	28.09	30.74
Police and sheriff's patrol officers	23.61	23.61	27.26	28.09	30.74
Food preparation and serving related occupations	2.57	2.83	7.90	10.00	13.46
Cooks	9.00	9.00	10.00	13.33	15.72
Food preparation workers	7.00	7.00	8.00	11.25	12.93
Food service, tipped	2.53	2.57	2.83	3.25	9.75
Waiters and waitresses	2.53	2.57	2.83	3.25	9.75
Fast food and counter workers	6.00	6.75	7.73	10.49	11.75
Combined food preparation and serving workers, including fast food	6.75	7.25	7.73	10.01	10.49
Building and grounds cleaning and maintenance occupations	7.25	9.00	11.01	14.50	20.19
Building cleaning workers	7.00	8.50	10.65	12.29	14.85
Janitors and cleaners, except maids and housekeeping cleaners	7.81	9.32	11.13	12.92	15.55
Personal care and service occupations	6.25	7.66	8.42	11.00	21.46
Sales and related occupations	6.50	7.00	8.69	17.80	23.25
Retail sales workers	6.18	7.00	8.01	13.75	20.05
Cashiers, all workers	5.65	6.30	7.00	7.25	8.43
Cashiers	5.65	6.30	7.00	7.25	8.43
Retail salespersons	7.50	8.01	12.00	20.05	26.66
Office and administrative support occupations	10.00	11.75	13.57	17.24	21.00
Financial clerks	10.66	12.50	15.50	18.98	21.88
Bookkeeping, accounting, and auditing clerks	10.50	12.50	15.19	21.00	22.00
Customer service representatives	10.79	12.25	14.19	17.88	21.24

See footnotes at end of table.

Table 6. **Civilian workers: Hourly wage percentiles¹, Reading, PA, January 2006** — Continued

Occupation ²	10	25	Median 50	75	90
Order clerks	\$10.50	\$11.50	\$12.30	\$22.98	\$22.98
Receptionists and information clerks	8.55	9.35	12.25	13.00	13.00
Dispatchers	10.25	10.25	17.13	23.75	23.80
Shipping, receiving, and traffic clerks	10.10	10.50	11.12	15.25	16.52
Stock clerks and order fillers	6.80	7.35	9.95	12.70	13.45
Secretaries and administrative assistants	11.07	12.88	15.73	19.00	22.14
Executive secretaries and administrative assistants	12.88	16.86	17.07	19.40	21.31
Secretaries, except legal, medical, and executive	10.00	13.90	15.60	16.02	25.00
Data entry and information processing workers	12.15	14.08	18.00	18.00	18.00
Office clerks, general	10.00	11.75	12.00	14.60	15.43
Construction and extraction occupations	11.00	12.25	15.60	20.00	25.70
Installation, maintenance, and repair occupations	11.24	14.35	16.50	21.25	24.75
Industrial machinery installation, repair, and maintenance workers	15.01	16.74	17.80	22.30	22.50
Maintenance and repair workers, general	14.96	15.50	17.80	17.80	17.80
Production occupations	8.50	10.70	15.25	17.45	21.50
First-line supervisors/managers of production and operating workers	15.95	21.13	23.42	23.42	27.00
Electrical, electronics, and electromechanical assemblers	11.25	13.00	14.85	14.85	16.44
Electrical and electronic equipment assemblers	11.25	13.00	14.85	14.85	16.44
Miscellaneous assemblers and fabricators	8.50	9.84	13.20	15.50	16.88
Miscellaneous metalworkers and plastic workers	13.48	13.48	18.61	21.20	22.30
Printers	15.78	16.25	17.00	19.25	20.50
Printing machine operators	14.29	16.25	18.65	19.31	22.62
Cutting workers	7.68	8.75	12.75	17.68	17.73
Cutting and slicing machine setters, operators, and tenders	7.68	8.75	12.75	17.68	17.73
Packaging and filling machine operators and tenders	12.00	13.40	15.25	15.25	17.12
Miscellaneous production workers	8.00	9.25	13.85	16.57	17.75
Paper goods machine setters, operators, and tenders	9.36	14.72	16.57	18.47	18.47
Helpers--production workers	8.50	11.24	13.85	16.60	16.60
Transportation and material moving occupations	9.00	10.48	14.12	15.90	18.23
Driver/sales workers and truck drivers	10.10	13.84	14.61	17.00	18.95
Truck drivers, heavy and tractor-trailer	13.84	14.26	15.00	18.23	19.20
Industrial truck and tractor operators	10.45	11.85	14.14	15.70	17.25
Laborers and material movers, hand	9.30	10.25	13.95	15.90	17.53
Laborers and freight, stock, and material movers, hand	9.65	14.25	15.90	17.53	17.73
Packers and packagers, hand	8.90	10.90	13.95	13.95	15.35

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.

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 7. Private industry workers: Hourly wage percentiles¹, Reading, PA, January 2006

Occupation ²	10	25	Median 50	75	90
All workers	\$8.00	\$10.68	\$14.85	\$20.05	\$28.56
Management occupations	26.54	27.26	34.68	51.80	84.14
Industrial production managers	28.71	34.68	34.68	42.37	75.96
Business and financial operations occupations	17.83	21.15	26.76	31.88	41.23
Computer and mathematical science occupations	22.35	22.35	28.56	35.37	38.19
Computer systems analysts	24.34	28.56	32.96	37.61	39.16
Architecture and engineering occupations	18.05	21.96	32.69	41.46	46.88
Industrial engineers, including health and safety	21.96	27.50	32.94	38.08	43.45
Industrial engineers	21.96	27.50	32.94	38.08	43.45
Education, training, and library occupations	9.20	10.00	11.55	15.98	28.72
Postsecondary teachers	20.43	23.55	33.28	58.71	63.16
Healthcare practitioner and technical occupations	16.77	19.29	19.97	23.73	30.73
Healthcare support occupations	8.66	10.67	11.35	12.20	13.63
Nursing, psychiatric, and home health aides	9.25	10.55	11.35	11.35	12.10
Nursing aides, orderlies, and attendants	8.65	10.25	11.01	11.54	12.94
Miscellaneous healthcare support occupations	8.66	10.85	12.76	14.16	14.16
Food preparation and serving related occupations	2.57	2.83	7.00	9.75	12.75
Food service, tipped	2.53	2.57	2.83	3.25	9.75
Waiters and waitresses	2.53	2.57	2.83	3.25	9.75
Fast food and counter workers	6.00	6.75	7.55	10.00	10.49
Combined food preparation and serving workers, including fast food	6.75	7.25	7.73	10.01	10.49
Building and grounds cleaning and maintenance occupations	7.00	9.00	10.75	12.13	20.19
Building cleaning workers	6.25	7.25	9.40	11.81	11.81
Janitors and cleaners, except maids and housekeeping cleaners	7.25	8.00	9.77	11.81	11.81
Personal care and service occupations	6.25	7.66	8.59	11.04	21.46
Sales and related occupations	6.50	7.00	8.69	17.80	23.25
Retail sales workers	6.18	7.00	8.01	13.75	20.05
Cashiers, all workers	5.65	6.30	7.00	7.25	8.43
Cashiers	5.65	6.30	7.00	7.25	8.43
Retail salespersons	7.50	8.01	12.00	20.05	26.66
Office and administrative support occupations	10.00	11.75	13.11	17.65	21.24
Financial clerks	10.55	12.37	15.06	19.00	22.00
Bookkeeping, accounting, and auditing clerks	10.50	11.45	12.50	21.00	22.00
Customer service representatives	10.79	12.25	14.19	17.88	21.24
Order clerks	10.50	11.50	12.30	22.98	22.98
Receptionists and information clerks	8.55	9.35	12.25	13.00	13.00
Shipping, receiving, and traffic clerks	10.10	10.50	11.12	15.25	16.52
Stock clerks and order fillers	6.80	7.35	9.95	12.70	13.45
Secretaries and administrative assistants	10.00	12.88	15.73	19.00	22.14
Executive secretaries and administrative assistants	12.88	16.86	17.07	19.40	21.31
Secretaries, except legal, medical, and executive	10.00	12.68	13.90	15.73	25.00
Office clerks, general	10.45	11.75	12.00	14.60	15.43
Construction and extraction occupations	10.50	12.25	14.23	20.00	27.00
Installation, maintenance, and repair occupations	11.21	14.35	16.74	21.65	29.08
Industrial machinery installation, repair, and maintenance workers	16.74	17.80	19.25	22.30	22.50
Production occupations	8.50	10.70	15.25	17.45	21.50
First-line supervisors/managers of production and operating workers	15.95	21.13	23.42	23.42	27.00
Electrical, electronics, and electromechanical assemblers	11.25	13.00	14.85	14.85	16.44
Electrical and electronic equipment assemblers	11.25	13.00	14.85	14.85	16.44

See footnotes at end of table.

Table 7. Private industry workers: Hourly wage percentiles¹, Reading, PA, January 2006 — Continued

Occupation ²	10	25	Median 50	75	90
Miscellaneous assemblers and fabricators	\$8.50	\$9.84	\$13.20	\$15.50	\$16.88
Miscellaneous metalworkers and plastic workers	13.48	13.48	18.61	21.20	22.30
Printers	15.78	16.25	17.00	19.25	20.50
Printing machine operators	13.59	16.25	18.65	19.31	22.62
Cutting workers	7.68	8.75	12.75	17.68	17.73
Cutting and slicing machine setters, operators, and tenders	7.68	8.75	12.75	17.68	17.73
Packaging and filling machine operators and tenders	12.00	13.40	15.25	15.25	17.12
Miscellaneous production workers	8.00	9.25	13.85	16.33	17.75
Paper goods machine setters, operators, and tenders	9.36	14.72	16.57	18.47	18.47
Helpers--production workers	8.50	11.24	13.85	16.60	16.60
Transportation and material moving occupations	8.91	10.40	14.00	15.90	18.23
Driver/sales workers and truck drivers	10.10	13.66	14.61	16.99	18.69
Truck drivers, heavy and tractor-trailer	13.84	14.26	15.00	18.23	19.20
Industrial truck and tractor operators	10.45	11.85	14.14	15.70	17.25
Laborers and material movers, hand	9.30	10.25	13.95	15.90	17.53
Laborers and freight, stock, and material movers, hand	9.65	14.25	15.90	17.53	17.73
Packers and packagers, hand	8.90	10.90	13.95	13.95	15.35

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.

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 8. State and local government workers: Hourly wage percentiles¹, Reading, PA, January 2006

Occupation ²	10	25	Median 50	75	90
All workers	\$11.43	\$14.63	\$19.55	\$33.12	\$46.86
Management occupations	25.15	25.15	30.53	48.08	51.94
Education administrators	30.53	30.53	44.57	51.54	51.99
Education, training, and library occupations	12.41	28.69	35.13	46.07	50.79
Primary, secondary, and special education school teachers	26.35	30.06	35.13	46.11	50.23
Elementary and middle school teachers	26.35	30.05	35.54	46.11	50.62
Elementary school teachers, except special education	26.71	30.42	36.22	46.86	51.30
Secondary school teachers	26.49	30.06	35.13	44.40	50.01
Secondary school teachers, except special and vocational education	26.35	30.06	35.13	43.95	50.88
Other teachers and instructors	27.77	31.11	37.84	45.24	51.09
Teacher assistants	8.00	9.75	11.33	12.10	15.10
Healthcare support occupations	10.62	11.43	12.01	14.08	17.60
Protective service occupations	18.01	18.93	19.33	25.22	28.09
Police officers	23.61	23.61	27.26	28.09	30.74
Police and sheriff's patrol officers	23.61	23.61	27.26	28.09	30.74
Food preparation and serving related occupations	9.15	10.84	11.97	13.33	14.60
Building and grounds cleaning and maintenance occupations	10.00	10.87	12.92	15.00	17.28
Building cleaning workers	9.60	10.82	12.66	14.58	16.27
Janitors and cleaners, except maids and housekeeping cleaners	9.60	10.82	12.66	14.58	16.27
Office and administrative support occupations	11.95	13.49	15.14	16.18	17.65
Secretaries and administrative assistants	14.35	14.39	16.10	17.65	17.65
Secretaries, except legal, medical, and executive	14.35	14.39	16.10	17.65	17.65
Construction and extraction occupations	15.60	15.80	15.96	16.51	24.30
Installation, maintenance, and repair occupations	13.28	15.01	15.45	17.17	21.63
Transportation and material moving occupations	13.91	15.34	18.55	20.18	26.19

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.

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 9. Full-time¹ civilian workers: Hourly wage percentiles², Reading, PA, January 2006

Occupation ³	Full-time workers				
	10	25	Median 50	75	90
All workers	\$9.77	\$12.00	\$15.96	\$22.14	\$32.69
Management occupations	25.15	27.26	34.68	50.52	78.37
Industrial production managers	28.71	34.68	34.68	42.37	75.96
Education administrators	27.28	30.53	44.08	51.54	52.50
Business and financial operations occupations	17.93	21.15	26.76	31.88	42.07
Computer and mathematical science occupations	19.58	22.35	28.56	35.34	38.11
Computer systems analysts	24.34	28.56	32.96	37.61	39.16
Architecture and engineering occupations	17.31	19.23	32.69	41.46	46.88
Industrial engineers, including health and safety	21.96	27.50	32.94	38.08	43.45
Industrial engineers	21.96	27.50	32.94	38.08	43.45
Community and social services occupations	10.79	15.87	16.32	18.03	22.39
Education, training, and library occupations	11.55	27.35	34.55	45.16	50.79
Postsecondary teachers	29.55	38.83	46.07	54.63	61.74
Primary, secondary, and special education school teachers	12.36	28.33	34.55	44.40	50.13
Elementary and middle school teachers	21.93	28.33	34.52	45.16	50.23
Elementary school teachers, except special education	27.28	30.42	36.31	46.86	51.30
Secondary school teachers	28.43	30.06	35.13	45.05	50.88
Secondary school teachers, except special and vocational education	28.11	30.06	35.13	44.40	50.98
Teacher assistants	10.25	11.25	11.67	15.10	16.86
Healthcare practitioner and technical occupations	16.02	18.82	21.01	26.96	31.52
Registered nurses	26.19	26.91	26.96	34.11	66.00
Healthcare support occupations	10.15	11.35	11.35	12.76	14.16
Nursing, psychiatric, and home health aides	10.09	11.01	11.35	11.49	12.94
Nursing aides, orderlies, and attendants	8.65	10.25	11.43	12.01	13.02
Miscellaneous healthcare support occupations	10.15	12.61	13.00	14.16	16.00
Protective service occupations	14.38	18.93	19.33	26.67	28.48
Police officers	23.61	23.61	27.26	28.09	30.74
Police and sheriff's patrol officers	23.61	23.61	27.26	28.09	30.74
Food preparation and serving related occupations	2.57	8.00	9.50	12.50	13.46
Building and grounds cleaning and maintenance occupations	9.00	10.61	11.81	15.00	20.19
Building cleaning workers	9.32	10.09	11.81	13.46	15.75
Janitors and cleaners, except maids and housekeeping cleaners	9.60	10.63	11.81	13.73	15.75
Sales and related occupations	7.00	8.69	14.68	21.27	31.25
Retail sales workers	7.00	7.67	10.66	19.41	24.85
Retail salespersons	8.00	8.69	13.75	20.05	32.85
Office and administrative support occupations	10.25	12.00	13.90	17.52	21.31
Financial clerks	11.18	12.50	15.50	19.00	22.00
Bookkeeping, accounting, and auditing clerks	11.09	12.50	15.91	21.00	22.00
Customer service representatives	12.02	12.55	14.34	18.40	21.55
Order clerks	10.50	11.50	12.30	22.98	22.98
Shipping, receiving, and traffic clerks	10.10	10.50	11.12	15.25	16.52
Secretaries and administrative assistants	10.00	13.90	15.73	19.00	22.14
Executive secretaries and administrative assistants	12.88	16.86	17.07	19.40	21.31
Secretaries, except legal, medical, and executive	10.00	13.90	15.60	16.02	25.00
Data entry and information processing workers	12.15	14.08	18.00	18.00	18.00
Office clerks, general	10.00	11.75	12.00	13.90	15.43
Construction and extraction occupations	11.00	12.25	15.50	18.50	25.70
Installation, maintenance, and repair occupations	11.24	14.35	16.50	21.25	24.75

See footnotes at end of table.

Table 9. Full-time¹ civilian workers: Hourly wage percentiles², Reading, PA, January 2006 — Continued

Occupation ³	Full-time workers				
	10	25	Median 50	75	90
Industrial machinery installation, repair, and maintenance workers	\$15.01	\$16.74	\$17.80	\$22.30	\$22.50
Maintenance and repair workers, general	14.96	15.50	17.80	17.80	17.80
Production occupations	9.25	11.35	15.25	17.45	21.50
First-line supervisors/managers of production and operating workers	15.95	21.13	23.42	23.42	27.00
Electrical, electronics, and electromechanical assemblers	11.25	13.00	14.85	14.85	16.44
Electrical and electronic equipment assemblers	11.25	13.00	14.85	14.85	16.44
Miscellaneous assemblers and fabricators	8.50	10.69	13.40	15.60	16.95
Miscellaneous metalworkers and plastic workers	13.48	13.48	18.61	21.20	22.30
Printers	15.78	16.25	17.00	19.25	20.50
Printing machine operators	14.29	16.25	18.65	19.31	22.62
Cutting workers	7.68	8.75	12.75	17.68	17.73
Cutting and slicing machine setters, operators, and tenders	7.68	8.75	12.75	17.68	17.73
Packaging and filling machine operators and tenders	12.00	13.40	15.25	15.25	17.12
Miscellaneous production workers	8.00	9.25	13.85	16.57	17.75
Paper goods machine setters, operators, and tenders	9.36	14.72	16.57	18.47	18.47
Helpers--production workers	8.50	11.24	13.85	16.60	16.60
Transportation and material moving occupations	9.00	10.50	14.21	16.00	18.23
Driver/sales workers and truck drivers	10.50	13.95	14.63	17.00	18.95
Truck drivers, heavy and tractor-trailer	13.84	14.26	15.00	18.23	19.20
Industrial truck and tractor operators	10.45	11.85	14.14	15.70	17.25
Laborers and material movers, hand	9.75	10.28	13.95	15.90	17.53
Laborers and freight, stock, and material movers, hand	11.61	14.25	15.90	17.53	17.73

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.

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 10. Part-time¹ civilian workers: Hourly wage percentiles², Reading, PA, January 2006

Occupation ³	Part-time workers				
	10	25	Median 50	75	90
All workers	\$3.25	\$6.50	\$8.00	\$10.90	\$19.97
Education, training, and library occupations	8.75	9.53	10.90	12.62	29.60
Primary, secondary, and special education school teachers	8.75	9.20	10.80	24.51	48.65
Teacher assistants	8.00	9.53	10.56	11.85	12.62
Healthcare support occupations	7.75	8.66	10.85	11.71	12.10
Food preparation and serving related occupations	2.60	2.83	5.25	8.00	10.00
Food service, tipped	2.57	2.60	2.83	3.25	9.75
Waiters and waitresses	2.57	2.60	2.83	3.25	9.75
Fast food and counter workers	6.00	6.50	7.25	8.50	12.50
Building and grounds cleaning and maintenance occupations	6.00	6.25	7.07	7.81	9.00
Building cleaning workers	6.00	6.25	7.07	7.81	9.00
Janitors and cleaners, except maids and housekeeping cleaners	7.07	7.07	7.81	7.81	9.00
Personal care and service occupations	6.25	6.50	8.00	9.20	12.00
Sales and related occupations	5.50	6.18	7.00	8.00	8.01
Retail sales workers	5.50	6.00	7.00	8.01	8.01
Cashiers, all workers	5.50	6.00	6.50	7.25	8.00
Cashiers	5.50	6.00	6.50	7.25	8.00
Office and administrative support occupations	6.80	8.55	10.50	12.72	17.94
Transportation and material moving occupations	7.50	8.03	8.03	10.90	15.34

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.

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 11. Full-time¹ civilian workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Reading, PA, January 2006

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	\$19.31	\$15.96	\$775	\$646	40.1	\$39,403	\$33,800	2,041
Management occupations	44.40	34.68	1,834	1,387	41.3	95,386	72,141	2,148
Industrial production managers	43.20	34.68	1,728	1,387	40.0	89,847	72,141	2,080
Education administrators	41.97	44.08	1,620	1,653	38.6	84,258	85,952	2,008
Business and financial operations occupations	28.29	26.76	1,136	1,067	40.1	59,072	55,501	2,088
Computer and mathematical science occupations	28.33	28.56	1,125	1,107	39.7	58,475	57,542	2,064
Computer systems analysts	32.65	32.96	1,298	1,318	39.7	67,480	68,559	2,067
Architecture and engineering occupations	32.21	32.69	1,315	1,308	40.8	68,365	67,995	2,122
Industrial engineers, including health and safety	32.93	32.94	1,317	1,318	40.0	68,489	68,515	2,080
Industrial engineers	32.93	32.94	1,317	1,318	40.0	68,489	68,515	2,080
Community and social services occupations	17.21	16.32	680	653	39.5	34,957	33,954	2,031
Education, training, and library occupations	34.15	34.55	1,278	1,300	37.4	48,899	49,268	1,432
Postsecondary teachers	45.81	46.07	1,751	1,728	38.2	67,649	69,104	1,477
Primary, secondary, and special education school teachers	34.54	34.55	1,301	1,296	37.7	49,030	48,711	1,420
Elementary and middle school teachers	35.31	34.52	1,328	1,296	37.6	50,022	48,711	1,416
Elementary school teachers, except special education	38.63	36.31	1,445	1,358	37.4	54,094	50,499	1,400
Secondary school teachers	37.87	35.13	1,414	1,317	37.3	52,841	49,268	1,395
Secondary school teachers, except special and vocational education	37.65	35.13	1,412	1,317	37.5	52,759	49,268	1,401
Teacher assistants	12.71	11.67	379	295	29.8	13,935	11,024	1,096
Healthcare practitioner and technical occupations	24.15	21.01	941	814	39.0	48,948	42,336	2,027
Registered nurses	33.42	26.96	1,328	1,078	39.7	69,040	56,068	2,066
Healthcare support occupations	11.85	11.35	454	454	38.3	23,578	23,606	1,989
Nursing, psychiatric, and home health aides	11.43	11.35	449	454	39.3	23,336	23,606	2,042
Nursing aides, orderlies, and attendants	11.39	11.43	442	429	38.8	22,976	22,289	2,018
Miscellaneous healthcare support occupations	13.21	13.00	466	467	35.3	24,104	24,274	1,824
Protective service occupations	21.24	19.33	845	757	39.8	43,931	39,374	2,068
Police officers	26.75	27.26	1,090	1,116	40.8	56,701	58,029	2,120
Police and sheriff's patrol officers	26.75	27.26	1,090	1,116	40.8	56,701	58,029	2,120
Food preparation and serving related occupations	9.48	9.50	364	380	38.4	18,669	18,699	1,968
Building and grounds cleaning and maintenance occupations	13.23	11.81	530	464	40.0	26,671	22,360	2,015
Building cleaning workers	11.99	11.81	474	472	39.5	24,640	24,554	2,056
Janitors and cleaners, except maids and housekeeping cleaners	12.17	11.81	481	472	39.5	24,995	24,554	2,054
Sales and related occupations	19.03	14.68	748	587	39.3	38,917	30,532	2,045
Retail sales workers	15.09	10.66	584	405	38.7	30,351	21,068	2,011

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, Reading, PA, January 2006 — Continued

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
Retail salespersons	\$17.96	\$13.75	\$728	\$550	40.5	\$37,858	\$28,600	2,108
Office and administrative support occupations	14.91	13.90	590	542	39.5	30,436	28,079	2,041
Financial clerks	15.85	15.50	628	595	39.6	32,642	30,930	2,060
Bookkeeping, accounting, and auditing clerks	16.26	15.91	639	568	39.3	33,235	29,539	2,044
Customer service representatives	15.63	14.34	622	573	39.8	32,359	29,771	2,070
Order clerks	15.39	12.30	636	492	41.4	33,097	25,584	2,150
Shipping, receiving, and traffic clerks	12.47	11.12	499	445	40.0	25,930	23,130	2,080
Secretaries and administrative assistants	16.25	15.73	625	629	38.4	32,477	32,718	1,999
Executive secretaries and administrative assistants	17.77	17.07	710	683	39.9	36,903	35,499	2,077
Secretaries, except legal, medical, and executive	15.63	15.60	590	574	37.8	30,681	29,838	1,963
Data entry and information processing workers	16.29	18.00	643	720	39.5	33,457	37,440	2,053
Office clerks, general	12.56	12.00	478	480	38.1	24,455	24,960	1,947
Construction and extraction occupations	16.59	15.50	655	600	39.5	34,045	31,200	2,053
Installation, maintenance, and repair occupations	18.67	16.50	755	669	40.5	39,283	34,778	2,104
Industrial machinery installation, repair, and maintenance workers	19.21	17.80	757	712	39.4	39,358	37,024	2,048
Maintenance and repair workers, general	16.83	17.80	652	712	38.7	33,902	37,024	2,015
Production occupations	15.32	15.25	612	610	39.9	31,830	31,720	2,077
First-line supervisors/managers of production and operating workers	22.72	23.42	956	1,054	42.1	49,735	54,798	2,189
Electrical, electronics, and electromechanical assemblers	14.49	14.85	580	594	40.0	30,135	30,888	2,080
Electrical and electronic equipment assemblers	14.49	14.85	580	594	40.0	30,135	30,888	2,080
Miscellaneous assemblers and fabricators	13.24	13.40	530	536	40.0	27,545	27,872	2,080
Miscellaneous metalworkers and plastic workers	17.76	18.61	711	744	40.0	36,948	38,705	2,080
Printers	17.73	17.00	709	680	40.0	36,876	35,360	2,080
Printing machine operators	17.85	18.65	714	746	40.0	37,119	38,792	2,080
Cutting workers	13.14	12.75	526	510	40.0	27,336	26,520	2,080
Cutting and slicing machine setters, operators, and tenders	13.14	12.75	526	510	40.0	27,336	26,520	2,080
Packaging and filling machine operators and tenders	14.51	15.25	580	610	40.0	30,177	31,720	2,080
Miscellaneous production workers	13.12	13.85	525	554	40.0	27,279	28,808	2,080
Paper goods machine setters, operators, and tenders	15.54	16.57	622	663	40.0	32,326	34,466	2,080
Helpers--production workers	13.58	13.85	543	554	40.0	28,257	28,808	2,080

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, Reading, PA, January 2006 — 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	\$13.90	\$14.21	\$605	\$600	43.5	\$31,437	\$31,200	2,262
Driver/sales workers and truck drivers	14.90	14.63	672	726	45.1	34,935	37,752	2,345
Truck drivers, heavy and tractor-trailer	15.84	15.00	741	729	46.8	38,528	37,908	2,433
Industrial truck and tractor operators ..	13.89	14.14	555	566	40.0	28,886	29,411	2,080
Laborers and material movers, hand ..	13.53	13.95	547	558	40.4	28,435	29,016	2,101
Laborers and freight, stock, and material movers, hand	15.35	15.90	614	636	40.0	31,926	33,072	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 12. Full-time¹ private industry workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Reading, PA, January 2006

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	\$18.49	\$15.60	\$747	\$631	40.4	\$38,578	\$32,720	2,087
Management occupations	46.38	34.68	1,900	1,387	41.0	98,797	72,141	2,130
Industrial production managers	43.20	34.68	1,728	1,387	40.0	89,847	72,141	2,080
Business and financial operations occupations	28.10	26.76	1,129	1,067	40.2	58,721	55,501	2,090
Computer and mathematical science occupations	28.62	28.56	1,141	1,107	39.9	59,320	57,542	2,073
Computer systems analysts	32.65	32.96	1,298	1,318	39.7	67,480	68,559	2,067
Architecture and engineering occupations	32.47	32.69	1,329	1,308	40.9	69,125	67,995	2,129
Industrial engineers, including health and safety	32.93	32.94	1,317	1,318	40.0	68,489	68,515	2,080
Industrial engineers	32.93	32.94	1,317	1,318	40.0	68,489	68,515	2,080
Postsecondary teachers	39.75	33.56	1,590	1,343	40.0	60,631	55,310	1,525
Healthcare practitioner and technical occupations	23.51	20.91	918	803	39.1	47,757	41,766	2,032
Healthcare support occupations	11.66	11.35	445	454	38.2	23,157	23,606	1,987
Food preparation and serving related occupations	9.00	9.00	348	350	38.7	18,110	18,200	2,013
Building and grounds cleaning and maintenance occupations	12.98	11.81	525	438	40.4	26,045	22,360	2,007
Building cleaning workers	11.06	10.95	442	438	40.0	22,998	22,776	2,080
Janitors and cleaners, except maids and housekeeping cleaners	11.27	11.81	451	472	40.0	23,447	24,554	2,080
Sales and related occupations	19.03	14.68	748	587	39.3	38,917	30,532	2,045
Retail sales workers	15.09	10.66	584	405	38.7	30,351	21,068	2,011
Retail salespersons	17.96	13.75	728	550	40.5	37,858	28,600	2,108
Office and administrative support occupations	14.90	13.89	592	538	39.7	30,645	27,706	2,057
Financial clerks	15.86	15.50	633	620	39.9	32,911	32,240	2,076
Bookkeeping, accounting, and auditing clerks	16.34	16.65	651	624	39.8	33,848	32,468	2,072
Customer service representatives	15.63	14.34	622	573	39.8	32,359	29,771	2,070
Order clerks	15.39	12.30	636	492	41.4	33,097	25,584	2,150
Shipping, receiving, and traffic clerks	12.47	11.12	499	445	40.0	25,930	23,130	2,080
Secretaries and administrative assistants	16.21	15.73	624	629	38.5	32,470	32,718	2,003
Executive secretaries and administrative assistants	17.77	17.07	710	683	39.9	36,903	35,499	2,077
Secretaries, except legal, medical, and executive	15.44	13.90	583	556	37.7	30,302	28,912	1,962
Office clerks, general	12.67	12.00	482	480	38.1	25,089	24,960	1,981
Construction and extraction occupations	16.45	14.23	650	563	39.5	33,781	29,286	2,054
Installation, maintenance, and repair occupations	18.85	16.74	767	680	40.7	39,875	35,360	2,115
Industrial machinery installation, repair, and maintenance workers	20.09	19.25	803	770	40.0	41,780	40,040	2,080
Production occupations	15.32	15.25	612	610	39.9	31,821	31,720	2,077

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, Reading, PA, January 2006 — Continued

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
First-line supervisors/managers of production and operating workers	\$22.72	\$23.42	\$956	\$1,054	42.1	\$49,735	\$54,798	2,189
Electrical, electronics, and electromechanical assemblers	14.49	14.85	580	594	40.0	30,135	30,888	2,080
Electrical and electronic equipment assemblers	14.49	14.85	580	594	40.0	30,135	30,888	2,080
Miscellaneous assemblers and fabricators	13.24	13.40	530	536	40.0	27,545	27,872	2,080
Miscellaneous metalworkers and plastic workers	17.76	18.61	711	744	40.0	36,948	38,705	2,080
Printers	17.74	17.00	710	680	40.0	36,900	35,360	2,080
Printing machine operators	17.86	18.65	714	746	40.0	37,151	38,792	2,080
Cutting workers	13.14	12.75	526	510	40.0	27,336	26,520	2,080
Cutting and slicing machine setters, operators, and tenders	13.14	12.75	526	510	40.0	27,336	26,520	2,080
Packaging and filling machine operators and tenders	14.51	15.25	580	610	40.0	30,177	31,720	2,080
Miscellaneous production workers	13.05	13.85	522	554	40.0	27,144	28,808	2,080
Paper goods machine setters, operators, and tenders	15.54	16.57	622	663	40.0	32,326	34,466	2,080
Helpers--production workers	13.35	13.85	534	554	40.0	27,759	28,808	2,080
Transportation and material moving occupations	13.77	14.15	601	600	43.6	31,226	31,200	2,268
Driver/sales workers and truck drivers	14.88	14.61	671	725	45.1	34,907	37,700	2,346
Truck drivers, heavy and tractor-trailer	15.84	15.00	741	729	46.8	38,528	37,908	2,433
Industrial truck and tractor operators ..	13.89	14.14	555	566	40.0	28,886	29,411	2,080
Laborers and material movers, hand ..	13.53	13.95	547	558	40.4	28,435	29,016	2,101
Laborers and freight, stock, and material movers, hand	15.35	15.90	614	636	40.0	31,926	33,072	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 13. Full-time¹ State and local government workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Reading, PA, January 2006

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	\$25.54	\$20.70	\$976	\$784	38.2	\$44,636	\$40,664	1,748
Management occupations	36.17	30.53	1,548	1,258	42.8	80,510	65,400	2,226
Education administrators	42.00	44.57	1,622	1,653	38.6	84,344	85,952	2,008
Education, training, and library occupations	37.83	36.63	1,397	1,352	36.9	52,671	50,451	1,392
Primary, secondary, and special education school teachers	37.85	35.13	1,414	1,317	37.3	52,890	49,268	1,397
Elementary and middle school teachers	37.79	35.55	1,413	1,333	37.4	52,883	50,120	1,399
Elementary school teachers, except special education	38.63	36.31	1,445	1,358	37.4	54,094	50,499	1,400
Secondary school teachers	37.87	35.13	1,414	1,317	37.3	52,841	49,268	1,395
Secondary school teachers, except special and vocational education	37.65	35.13	1,412	1,317	37.5	52,759	49,268	1,401
Teacher assistants	12.71	11.67	379	295	29.8	13,935	11,024	1,096
Healthcare support occupations	12.91	12.01	501	479	38.8	25,856	24,219	2,003
Protective service occupations	21.92	19.33	870	812	39.7	45,234	42,206	2,064
Police officers	26.75	27.26	1,090	1,116	40.8	56,701	58,029	2,120
Police and sheriff's patrol officers	26.75	27.26	1,090	1,116	40.8	56,701	58,029	2,120
Food preparation and serving related occupations	13.11	13.20	475	481	36.3	22,145	22,601	1,689
Building and grounds cleaning and maintenance occupations	13.83	13.26	542	517	39.2	28,163	26,894	2,036
Building cleaning workers	12.97	12.92	507	486	39.1	26,341	25,292	2,031
Janitors and cleaners, except maids and housekeeping cleaners	12.97	12.92	507	486	39.1	26,341	25,292	2,031
Office and administrative support occupations	15.10	15.14	565	546	37.4	28,207	28,392	1,868
Construction and extraction occupations	17.80	15.96	699	638	39.3	36,362	33,201	2,043
Installation, maintenance, and repair occupations	16.41	15.45	621	614	37.9	32,312	31,907	1,969
Transportation and material moving occupations	19.46	19.55	763	757	39.2	39,666	39,355	2,038

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, Reading, PA, January 2006**

Occupational group ²	Total	1-99 workers	100-499 workers	500 workers or more
All workers	\$17.42	\$16.78	\$17.49	\$19.08
Management, professional, and related	29.88	31.69	27.56	29.65
Management, business, and financial	35.36	38.67	30.58	40.84
Professional and related	25.40	26.47	23.28	25.50
Service	10.14	9.50	11.53	—
Sales and office	14.72	14.76	13.38	17.32
Sales and related	14.99	14.64	9.13	—
Office and administrative support	14.60	14.85	14.67	13.89
Natural resources, construction, and maintenance	17.73	17.46	16.60	—
Construction and extraction	16.48	16.68	—	—
Installation, maintenance, and repair	18.85	18.51	18.17	—
Production, transportation, and material moving	14.30	12.74	14.65	16.31
Production	14.99	12.52	15.44	16.95
Transportation and material moving	13.66	12.85	12.71	15.64
	Relative error ³ (percent)			
All workers	4.1	6.5	6.9	4.9
Management, professional, and related	5.5	9.9	10.7	4.5
Management, business, and financial	7.6	12.4	9.7	8.5
Professional and related	9.7	17.3	12.6	4.1
Service	6.6	9.7	10.8	—
Sales and office	4.2	6.1	7.3	14.2
Sales and related	13.4	13.8	7.0	—
Office and administrative support	3.2	6.6	3.8	4.7
Natural resources, construction, and maintenance	9.1	11.2	6.3	—
Construction and extraction	4.1	4.4	—	—
Installation, maintenance, and repair	12.6	17.7	1.7	—
Production, transportation, and material moving	3.1	8.0	6.5	5.3
Production	2.4	13.7	3.8	8.0
Transportation and material moving	5.7	10.0	11.1	2.9

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.

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 15. Establishments with fewer than 100 workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours for full-time¹ private industry workers, Reading, PA, January 2006

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	\$18.34	\$14.67	\$750	\$620	40.9	\$38,688	\$31,200	2,110
Management occupations	53.14	30.31	2,273	1,274	42.8	118,206	66,254	2,224
Business and financial operations occupations ...	31.27	28.18	1,278	1,120	40.9	66,438	58,240	2,125
Food preparation and serving related occupations	8.95	9.00	346	350	38.6	17,976	18,200	2,008
Sales and related occupations	18.21	14.68	712	587	39.1	37,021	30,532	2,033
Retail sales workers	16.61	12.50	636	420	38.3	33,054	21,840	1,990
Retail salespersons	21.86	20.05	891	587	40.8	46,340	30,532	2,120
Office and administrative support occupations	15.58	13.25	614	510	39.4	31,595	26,520	2,029
Secretaries and administrative assistants	15.87	15.73	597	629	37.6	31,056	32,718	1,957
Construction and extraction occupations	16.65	15.00	657	600	39.5	34,165	31,200	2,052
Installation, maintenance, and repair occupations	18.51	16.00	757	656	40.9	39,377	34,106	2,128
Production occupations	13.12	12.20	520	484	39.6	27,017	25,168	2,059
Miscellaneous production workers	11.60	9.36	464	374	40.0	24,127	19,469	2,080
Transportation and material moving occupations	13.02	13.66	611	588	46.9	31,769	30,573	2,439
Driver/sales workers and truck drivers	14.44	14.50	665	722	46.0	34,583	37,518	2,395
Truck drivers, heavy and tractor-trailer	15.48	14.65	750	728	48.4	38,974	37,856	2,518

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, Reading, PA, January 2006

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	\$18.64	\$16.02	\$744	\$641	39.9	\$38,463	\$33,280	2,063
Management occupations	42.32	38.60	1,691	1,544	40.0	87,913	80,282	2,078
Business and financial operations occupations ...	25.15	23.79	995	928	39.6	51,751	48,256	2,058
Computer and mathematical science occupations	28.61	28.56	1,141	1,107	39.9	59,307	57,542	2,073
Computer systems analysts	32.65	32.96	1,298	1,318	39.7	67,480	68,559	2,067
Architecture and engineering occupations	31.00	30.82	1,240	1,233	40.0	64,476	64,095	2,080
Engineers	34.83	34.48	1,393	1,379	40.0	72,447	71,720	2,080
Education, training, and library occupations	24.37	11.50	975	460	40.0	42,873	35,018	1,759
Healthcare practitioner and technical occupations	21.93	20.37	877	815	40.0	45,624	42,370	2,080
Healthcare support occupations	11.53	11.49	451	443	39.1	23,463	23,010	2,036
Building and grounds cleaning and maintenance occupations	10.67	9.77	426	391	39.9	22,147	20,324	2,076
Building cleaning workers	10.67	9.77	427	391	40.0	22,197	20,324	2,080
Janitors and cleaners, except maids and housekeeping cleaners	10.91	9.77	436	391	40.0	22,696	20,324	2,080
Sales and related occupations	21.33	11.25	853	450	40.0	44,360	23,400	2,080
Retail sales workers	10.18	8.69	407	348	40.0	21,182	18,077	2,080
Office and administrative support occupations	14.40	13.90	576	553	40.0	29,928	28,746	2,078
Financial clerks	14.65	14.40	584	572	39.9	30,370	29,744	2,072
Customer service representatives	15.70	15.10	624	600	39.8	32,465	31,200	2,067
Shipping, receiving, and traffic clerks	11.94	11.12	478	445	40.0	24,832	23,130	2,080
Secretaries and administrative assistants	16.75	14.67	669	587	39.9	34,783	30,509	2,077
Executive secretaries and administrative assistants	19.29	20.48	769	819	39.9	39,980	42,598	2,072
Installation, maintenance, and repair occupations	19.87	18.40	795	736	40.0	41,328	38,272	2,080
Industrial machinery installation, repair, and maintenance workers	19.41	18.40	776	736	40.0	40,363	38,272	2,080
Production occupations	16.25	15.50	652	620	40.1	33,883	32,240	2,085
Miscellaneous assemblers and fabricators	12.73	12.68	509	507	40.0	26,484	26,374	2,080
Packaging and filling machine operators and tenders	14.51	15.25	580	610	40.0	30,177	31,720	2,080
Miscellaneous production workers	14.20	14.87	568	595	40.0	29,535	30,930	2,080
Helpers--production workers	14.29	14.71	572	588	40.0	29,730	30,597	2,080
Transportation and material moving occupations	14.73	15.22	589	609	40.0	30,634	31,658	2,080
Industrial truck and tractor operators	14.09	14.50	564	580	40.0	29,306	30,160	2,080
Laborers and material movers, hand	14.09	14.25	564	570	40.0	29,315	29,640	2,080
Laborers and freight, stock, and material movers, hand	15.57	15.90	623	636	40.0	32,382	33,072	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, Reading, PA, January 2006

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	\$21.43	\$15.87	\$25.68	\$17.66	\$17.54	\$21.56
Management, professional, and related	32.21	–	34.34	30.32	30.34	30.13
Management, business, and financial	–	–	–	35.54	35.36	37.74
Professional and related	32.26	–	34.50	25.64	26.00	17.99
Service	15.96	–	16.24	10.33	10.11	14.09
Sales and office	15.60	–	15.55	14.70	14.71	14.22
Sales and related	–	–	–	14.99	14.99	–
Office and administrative support	15.65	–	15.61	14.57	14.58	14.22
Natural resources, construction, and maintenance	18.53	21.61	16.47	17.50	17.53	–
Construction and extraction	–	–	19.10	–	16.06	–
Installation, maintenance, and repair	18.09	–	16.41	18.75	18.75	–
Production, transportation, and material moving	15.70	15.63	16.95	14.01	13.97	–
Production	14.87	14.84	–	15.05	15.05	–
Transportation and material moving	–	–	17.14	13.19	13.10	–
	Relative error ⁴ (percent)					
All workers	2.7	4.0	0.6	4.3	4.4	13.2
Management, professional, and related	6.4	–	5.4	4.9	5.2	10.5
Management, business, and financial	–	–	–	7.1	7.6	15.4
Professional and related	6.7	–	5.7	9.3	9.5	3.8
Service	2.1	–	1.6	6.3	6.7	9.5
Sales and office	1.5	–	1.7	4.2	4.3	4.2
Sales and related	–	–	–	13.4	13.4	–
Office and administrative support	1.5	–	1.7	3.2	3.3	4.2
Natural resources, construction, and maintenance	7.4	12.0	3.2	8.9	9.0	–
Construction and extraction	–	–	6.7	–	6.1	–
Installation, maintenance, and repair	9.0	–	2.1	13.3	13.3	–
Production, transportation, and material moving	3.9	4.1	4.1	3.7	3.7	–
Production	5.8	5.9	–	1.8	1.8	–
Transportation and material moving	–	–	3.3	6.7	6.7	–

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.

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 18. Time and incentive workers¹: Mean hourly earnings² for major occupational groups, Reading, PA, January 2006

Occupational group ³	Time		Incentive	
	Civilian workers	Private industry workers	Civilian workers	Private industry workers
All workers	\$17.82	\$16.87	\$22.60	\$22.60
Management, professional, and related	29.80	28.65	—	—
Management, business, and financial	33.16	32.80	—	—
Professional and related	27.82	25.47	—	—
Service	11.20	10.15	—	—
Sales and office	13.38	13.27	26.35	26.35
Sales and related	10.09	10.09	28.53	28.53
Office and administrative support	14.47	14.42	—	—
Natural resources, construction, and maintenance	16.66	16.69	—	—
Construction and extraction	—	16.48	—	—
Installation, maintenance, and repair	17.09	17.14	—	—
Production, transportation, and material moving	14.58	14.51	13.40	13.40
Production	15.17	15.17	—	—
Transportation and material moving	13.82	13.62	—	—
	Relative error ⁴ (percent)			
All workers	3.3	3.9	18.3	18.3
Management, professional, and related	4.5	5.8	—	—
Management, business, and financial	6.8	7.4	—	—
Professional and related	6.2	9.8	—	—
Service	5.4	6.6	—	—
Sales and office	3.2	3.5	14.3	14.3
Sales and related	7.3	7.3	18.7	18.7
Office and administrative support	3.0	3.3	—	—
Natural resources, construction, and maintenance	4.5	5.0	—	—
Construction and extraction	—	4.1	—	—
Installation, maintenance, and repair	6.6	7.2	—	—
Production, transportation, and material moving	2.1	2.1	12.9	12.9
Production	1.8	1.9	—	—
Transportation and material moving	3.7	3.5	—	—

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.

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 19. Industry sector¹: Mean hourly earnings² for private industry workers by major occupational group, Reading, PA, January 2006

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	-	\$18.54	\$16.85	-	-	\$20.52	-	\$7.97	\$12.71
Management, professional, and related	-	34.73	42.40	-	-	32.11	-	-	-
Management, business, and financial	-	43.02	46.34	-	-	-	-	-	-
Professional and related	-	25.77	-	-	-	-	-	-	-
Service	-	-	13.34	-	-	-	-	7.44	-
Sales and office	-	16.51	13.92	-	-	15.75	-	9.76	-
Sales and related	-	-	14.08	-	-	-	-	-	-
Office and administrative support	-	16.35	13.72	-	-	15.68	-	-	-
Natural resources, construction, and maintenance	-	19.70	14.29	-	-	-	-	-	-
Installation, maintenance, and repair	-	19.83	14.16	-	-	-	-	-	-
Production, transportation, and material moving	-	15.05	14.71	-	-	11.35	-	-	-
Production	-	15.48	-	-	-	-	-	-	-
Transportation and material moving	-	14.00	15.00	-	-	-	-	-	-
	Relative error ⁴ (percent)								
All workers	-	6.3	7.0	-	-	10.9	-	12.5	17.6
Management, professional, and related	-	2.8	8.3	-	-	9.6	-	-	-
Management, business, and financial	-	10.6	18.9	-	-	-	-	-	-
Professional and related	-	4.1	-	-	-	-	-	-	-
Service	-	-	15.9	-	-	-	-	9.5	-
Sales and office	-	1.5	7.8	-	-	6.0	-	17.5	-
Sales and related	-	-	13.6	-	-	-	-	-	-
Office and administrative support	-	.7	7.7	-	-	6.2	-	-	-
Natural resources, construction, and maintenance	-	1.2	8.6	-	-	-	-	-	-
Installation, maintenance, and repair	-	1.5	8.4	-	-	-	-	-	-
Production, transportation, and material moving	-	.0	6.5	-	-	7.8	-	-	-
Production	-	2.1	-	-	-	-	-	-	-
Transportation and material moving	-	4.4	6.0	-	-	-	-	-	-

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.

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Appendix A: Technical Note

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

Planning for the survey

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

Survey scope

This survey covered establishments employing one worker or more in private goods-producing industries (mining, construction, and manufacturing); private service-providing industries (trade, transportation, and utilities, information, financial activities, professional and business services, education and health services, leisure and hospitality, and other services); and State and local governments employing 50 or more workers. Agriculture, private households, and the Federal Government were excluded from the scope of the survey. For purposes of this survey, an establishment is an economic unit that produces goods or services, a central administrative office, or an auxiliary unit providing support services to a company. For private industries in this survey, the establishment is usually at a single physical location. For State and local governments, an establishment is defined as all locations of a government entity within the sampled area.

The Reading, PA, Metropolitan Statistical Area consists of Berks County.

Sampling frame

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

Sample design

The sample for this survey area was selected using a two-stage stratified design with probability proportional to em-

ployment 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 during a personal visit. A complete list of employees was used for sampling,

with each selected worker representing a job within the establishment.

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

The number of jobs for which data were collected in each establishment was based on the establishment's employment size. 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 now 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. For cases in which a job's duties overlapped two or more SOC classification codes, the duties used to set the wage level were used to classify the job. Classification by primary duties was the fallback.

Each occupational classification is an element of a broader classification known as a major 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 re-

flects 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, bonuses given by manufacturers to department store salespeople, referral incentives in real estate)
- On-call pay

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

Definition of terms

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

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 characteristics 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. If only partial data were given by a sample establishment or occupation, or data were missing, the response was treated as a refusal.

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, poststratification, 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 \$16.46 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 by personal visit, computer edits of the data, and detailed data review.

Appendix table 1. **Number of workers¹ represented by the survey, Reading, PA, January 2006**

Occupational group ²	Civilian workers	Private industry workers	State and local government workers
All workers	162,700	141,800	20,900
Management, professional, and related	40,400	28,800	11,600
Management, business, and financial	13,000	11,700	1,200
Professional and related	27,400	17,000	10,400
Service	31,500	26,200	5,300
Sales and office	41,600	39,500	2,100
Sales and related	13,900	13,800	–
Office and administrative support	27,700	25,600	2,100
Natural resources, construction, and maintenance	13,600	12,400	1,200
Construction and extraction	5,100	4,600	500
Installation, maintenance, and repair	7,900	7,200	600
Production, transportation, and material moving	35,600	35,000	700
Production	17,900	17,800	–
Transportation and material moving	17,800	17,200	600

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.

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Appendix table 2. **Survey establishment response, Reading, PA, January 2006**

Establishments	Total	Private industry	State and local government
Total in sampling frame ¹	4,140	4,103	38
Total in sample	256	221	35
Responding	160	130	30
Refused or unable to provide data	62	57	5
Out of business or not in survey scope	34	34	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.

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.