

# Springfield, MO National Compensation Survey September 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 establishments and government agencies that provided pay data included in this bulletin. The Bureau thanks these respondents for their cooperation.

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

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

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

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

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

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# Introduction

The tables in this bulletin summarize the NCS results for the Springfield, MO, metropolitan area. Data were collected between March 2006 and April 2007; the average reference month is September 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 and intermediate occupational aggregation, full-time or part-time status, union or nonunion status, and time or incentive pay. Establishment characteristics include goods producing, service providing, and size of establishment.

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

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

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

Table 14 presents mean hourly earnings data for establishment employment sizes by high-level occupational aggregations in the private sector. Tables 15 and 16 provide mean and median hourly, weekly, and annual earnings data for full-time employees in private establishments with fewer than 100 workers, and in private establishments with 100 workers or more.

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

and incentive workers in all and private establishments by high-level occupational aggregation. Table 19 presents mean hourly earnings data for major industry divisions within the private sector.

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

Table 1. Summary: Mean hourly earnings<sup>1</sup> and weekly hours for selected worker and establishment characteristics, Springfield, MO, September 2006

Worker and establishment characteristics	Civilian workers			Private industry workers			State and local government workers		
	Hourly earnings		Mean weekly hours <sup>3</sup>	Hourly earnings		Mean weekly hours <sup>3</sup>	Hourly earnings		Mean weekly hours <sup>3</sup>
	Mean	Relative error <sup>2</sup> (percent)		Mean	Relative error <sup>2</sup> (percent)		Mean	Relative error <sup>2</sup> (percent)	
<b>All workers</b> .....	\$15.18	3.1	35.6	\$14.50	3.5	35.6	\$21.24	2.5	36.3
<b>Worker characteristics<sup>4,5</sup></b>									
Management, professional, and related .....	23.75	6.2	37.1	22.82	8.3	37.6	27.02	3.1	35.2
Management, business, and financial .....	26.89	10.2	40.4	25.73	11.8	40.3	38.71	5.8	41.7
Professional and related .....	22.12	8.3	35.5	20.89	12.0	36.0	25.14	2.5	34.4
Service .....	8.77	2.5	31.0	7.88	3.0	30.3	14.79	6.2	37.4
Sales and office .....	12.80	3.6	35.6	12.81	3.7	35.5	12.55	6.5	38.3
Sales and related .....	14.43	8.8	31.4	14.43	8.8	31.4	-	-	-
Office and administrative support .....	12.18	2.4	37.6	12.16	2.6	37.5	12.55	6.5	38.3
Natural resources, construction, and maintenance .....	16.87	2.9	39.5	16.64	3.2	39.4	18.68	8.4	40.0
Construction and extraction .....	16.79	3.2	38.9	16.54	2.6	38.8	18.71	16.1	40.0
Installation, maintenance, and repair .....	16.91	4.9	40.2	16.77	5.3	40.2	-	-	-
Production, transportation, and material moving .....	13.20	8.1	36.6	13.08	8.4	36.8	17.26	9.2	32.2
Production .....	13.68	1.3	39.4	13.46	.8	39.3	-	-	-
Transportation and material moving .....	12.79	15.0	34.6	12.74	15.6	34.8	14.06	4.0	28.3
Full time .....	16.17	3.5	39.9	15.47	4.1	39.9	21.92	3.0	39.3
Part time .....	8.13	3.6	20.3	8.00	3.9	20.5	10.60	4.2	16.8
Union .....	16.39	5.0	37.9	16.22	6.0	37.4	17.14	5.1	40.0
Nonunion .....	15.08	3.2	35.5	14.37	3.7	35.4	21.92	2.6	35.8
Time .....	14.80	3.3	35.4	13.99	3.8	35.2	21.24	2.5	36.3
Incentive .....	19.08	13.4	38.7	19.08	13.4	38.7	-	-	-
<b>Establishment characteristics</b>									
Goods producing .....	( <sup>6</sup> )	( <sup>6</sup> )	( <sup>6</sup> )	16.27	3.1	40.1	( <sup>6</sup> )	( <sup>6</sup> )	( <sup>6</sup> )
Service providing .....	( <sup>6</sup> )	( <sup>6</sup> )	( <sup>6</sup> )	14.02	4.5	34.5	( <sup>6</sup> )	( <sup>6</sup> )	( <sup>6</sup> )
1-99 workers .....	13.20	4.2	34.1	13.16	4.2	34.1	20.24	4.8	32.6
100-499 workers .....	15.94	6.7	36.6	15.82	7.5	36.6	17.14	1.2	36.6
500 workers or more .....	17.81	6.6	37.5	16.12	9.0	37.9	22.52	2.8	36.4

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

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

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

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

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

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

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 2. **Civilian workers: Mean hourly earnings<sup>1</sup> for full-time and part-time workers<sup>2</sup> by work levels<sup>3</sup>, Springfield, MO, September 2006**

Occupation <sup>4</sup> and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)
<b>All workers</b> .....	\$15.18	3.1	\$16.17	3.5	\$8.13	3.6
<b>Management occupations</b> .....	29.70	11.6	29.70	11.6	—	—
Level 7 .....	16.75	10.0	16.75	10.0	—	—
Level 9 .....	26.06	7.9	26.06	7.9	—	—
Level 10 .....	38.55	7.8	38.55	7.8	—	—
Level 11 .....	47.09	19.3	47.09	19.3	—	—
Not able to be leveled .....	29.19	11.0	29.18	11.1	—	—
General and operations managers .....	59.27	16.3	59.27	16.3	—	—
Financial managers .....	33.19	9.3	33.19	9.3	—	—
Education administrators .....	36.02	3.3	36.02	3.3	—	—
Education administrators, elementary and secondary school .....	37.60	5.8	37.60	5.8	—	—
<b>Business and financial operations occupations</b> .....	22.50	14.9	22.56	15.9	—	—
Level 7 .....	17.50	18.4	17.50	18.4	—	—
Level 9 .....	26.92	8.8	28.30	9.5	—	—
<b>Computer and mathematical science occupations</b> .....	20.95	10.5	21.01	10.6	—	—
<b>Architecture and engineering occupations</b> .....	20.83	10.7	20.83	10.7	—	—
Engineers .....	25.65	11.4	25.65	11.4	—	—
<b>Life, physical, and social science occupations</b> .....	16.48	3.7	16.48	3.7	—	—
<b>Community and social services occupations</b> .....	17.15	9.3	17.22	9.1	—	—
Social workers .....	18.49	12.8	18.49	12.8	—	—
<b>Education, training, and library occupations</b> .....	26.37	2.0	27.27	2.3	12.31	11.6
Level 6 .....	23.39	2.5	26.10	2.9	15.45	8.8
Level 7 .....	22.69	10.9	26.08	1.4	—	—
Level 8 .....	27.90	5.7	27.90	5.7	—	—
Level 9 .....	28.53	2.4	28.53	2.4	—	—
Postsecondary teachers .....	25.87	4.8	26.71	2.4	14.75	32.8
Level 9 .....	28.14	3.4	28.14	3.4	—	—
Miscellaneous postsecondary teachers .....	19.28	2.4	—	—	—	—
Primary, secondary, and special education school teachers .....	27.67	2.1	28.23	2.1	10.82	3.8
Level 6 .....	24.24	.6	26.10	2.9	—	—
Level 7 .....	25.61	2.0	26.08	1.4	—	—
Level 8 .....	28.71	2.9	28.71	2.9	—	—
Elementary and middle school teachers .....	27.40	3.1	28.13	3.1	10.30	.5
Level 6 .....	22.41	1.0	—	—	—	—
Level 7 .....	25.10	2.6	25.92	1.3	—	—
Level 8 .....	28.44	3.9	28.44	3.9	—	—
Elementary school teachers, except special education .....	27.18	3.7	28.07	3.5	10.32	.5
Level 7 .....	25.12	2.8	25.97	1.6	—	—
Level 8 .....	28.48	4.8	28.48	4.8	—	—
Middle school teachers, except special and vocational education .....	28.09	2.4	28.29	2.4	—	—
Secondary school teachers .....	28.50	.0	28.50	.0	—	—
Secondary school teachers, except special and vocational education .....	28.63	.2	28.63	.2	—	—
Special education teachers .....	26.61	9.8	28.88	.7	—	—
Teacher assistants .....	10.49	6.9	10.04	5.7	—	—
<b>Arts, design, entertainment, sports, and media occupations</b> .....	13.16	8.2	14.53	9.0	—	—
Designers .....	11.63	8.0	—	—	—	—
<b>Healthcare practitioner and technical occupations</b> .....	24.96	13.7	26.76	17.0	—	—
Level 4 .....	—	—	13.19	6.3	—	—
Registered nurses .....	23.71	4.9	23.98	4.5	—	—
<b>Healthcare support occupations</b> .....	11.25	3.3	12.35	8.7	9.17	7.6

See footnotes at end of table.

Table 2. **Civilian workers: Mean hourly earnings<sup>1</sup> for full-time and part-time workers<sup>2</sup> by work levels<sup>3</sup>, Springfield, MO, September 2006** — Continued

Occupation <sup>4</sup> and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)
<b>Healthcare support occupations —Continued</b>						
Level 4 .....	\$13.93	4.9	—	—	—	—
Nursing, psychiatric, and home health aides .....	9.14	6.3	—	—	—	—
Miscellaneous healthcare support occupations .....	13.26	4.6	\$13.32	6.5	—	—
<b>Protective service occupations .....</b>	15.22	9.3	15.58	10.0	—	—
Level 7 .....	16.08	10.6	16.08	10.6	—	—
Police officers .....	17.85	1.8	17.85	1.8	—	—
Police and sheriff's patrol officers .....	17.85	1.8	17.85	1.8	—	—
<b>Food preparation and serving related occupations .....</b>	6.06	11.2	6.30	8.7	\$5.80	13.6
Level 1 .....	6.47	5.7	—	—	6.65	12.6
Level 2 .....	5.27	10.5	5.00	11.7	5.44	10.6
Level 3 .....	7.27	5.5	7.90	3.5	—	—
Level 4 .....	5.97	24.2	5.97	24.2	—	—
Cooks .....	7.57	4.9	7.97	6.4	—	—
Cooks, institution and cafeteria .....	9.41	8.6	9.47	9.2	—	—
Food preparation workers .....	8.82	2.7	—	—	—	—
Food service, tipped .....	3.14	30.0	2.88	28.4	3.45	39.5
Level 1 .....	4.37	23.5	—	—	5.24	38.4
Level 2 .....	3.01	37.6	—	—	—	—
Waiters and waitresses .....	2.78	21.9	—	—	3.22	41.9
Level 2 .....	2.43	17.8	—	—	—	—
Dining room and cafeteria attendants and bartender helpers .....	7.29	5.8	—	—	—	—
Fast food and counter workers .....	6.76	.5	—	—	6.48	.9
Level 2 .....	6.38	1.8	—	—	6.38	2.0
Combined food preparation and serving workers, including fast food .....	6.76	.6	—	—	6.47	.8
Level 2 .....	6.38	1.8	—	—	6.38	2.0
<b>Building and grounds cleaning and maintenance occupations .....</b>	9.17	9.8	9.18	10.0	—	—
Level 1 .....	7.90	6.4	7.90	6.5	—	—
Level 2 .....	8.38	19.6	—	—	—	—
Building cleaning workers .....	8.27	8.4	8.27	8.5	—	—
Level 1 .....	7.99	6.8	8.00	6.9	—	—
Janitors and cleaners, except maids and housekeeping cleaners .....	10.38	8.0	10.42	8.3	—	—
Grounds maintenance workers .....	10.51	16.8	10.51	16.8	—	—
<b>Personal care and service occupations .....</b>	9.19	11.5	—	—	—	—
<b>Sales and related occupations .....</b>	14.43	8.8	16.52	9.6	7.24	3.7
Level 1 .....	6.87	6.5	—	—	—	—
Level 2 .....	7.27	4.2	—	—	6.90	1.6
Level 3 .....	8.89	5.6	9.80	7.6	7.83	3.9
Level 4 .....	11.40	6.4	11.99	4.6	—	—
Level 5 .....	16.45	12.6	16.45	12.6	—	—
Level 7 .....	30.72	20.5	30.72	20.5	—	—
First-line supervisors/managers, sales workers .....	20.36	18.1	20.36	18.1	—	—
First-line supervisors/managers of retail sales workers .....	15.65	6.9	15.65	6.9	—	—
Retail sales workers .....	9.78	6.1	11.05	8.4	7.24	4.4
Level 1 .....	6.87	6.5	—	—	—	—
Level 2 .....	7.29	5.8	—	—	6.84	1.5
Level 3 .....	8.95	6.0	9.95	7.8	7.83	4.4
Level 4 .....	11.91	6.4	11.91	6.4	—	—
Cashiers, all workers .....	8.30	5.1	9.23	9.8	7.00	.4
Level 2 .....	7.28	5.9	—	—	—	—
Level 3 .....	10.35	11.9	—	—	—	—
Cashiers .....	8.30	5.1	9.23	9.8	7.00	.4
Level 2 .....	7.28	5.9	—	—	—	—
Level 3 .....	10.35	11.9	—	—	—	—
Counter and rental clerks and parts salespersons .....	12.43	8.9	—	—	—	—
Retail salespersons .....	10.29	7.0	11.71	9.4	7.45	7.0

See footnotes at end of table.



Table 2. **Civilian workers: Mean hourly earnings<sup>1</sup> for full-time and part-time workers<sup>2</sup> by work levels<sup>3</sup>, Springfield, MO, September 2006** — Continued

Occupation <sup>4</sup> and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)
Retail salespersons —Continued						
Level 3 .....	\$8.23	4.1	\$8.60	5.9	\$7.95	4.4
Level 4 .....	11.70	5.3	11.70	5.3	—	—
Sales representatives, wholesale and manufacturing .....	26.13	10.4	26.13	10.4	—	—
Sales representatives, wholesale and manufacturing, except technical and scientific products .....	25.88	10.5	25.88	10.5	—	—
<b>Office and administrative support occupations</b> .....	12.18	2.4	12.53	2.8	8.80	3.0
Level 1 .....	7.69	7.0	—	—	7.61	9.0
Level 2 .....	9.15	4.4	9.51	5.4	7.88	3.2
Level 3 .....	10.49	4.0	10.67	4.2	7.96	4.9
Level 4 .....	11.60	2.2	11.71	2.5	10.38	8.1
Level 5 .....	13.59	3.1	13.69	3.1	—	—
Level 6 .....	16.90	4.8	16.90	4.8	—	—
Level 7 .....	16.96	8.0	16.96	8.0	—	—
Not able to be leveled .....	13.60	4.5	13.71	4.0	—	—
First-line supervisors/managers of office and administrative support workers .....	20.41	15.2	20.41	15.2	—	—
Financial clerks .....	10.41	3.5	10.97	4.1	—	—
Level 4 .....	10.56	6.9	10.83	7.4	—	—
Bookkeeping, accounting, and auditing clerks .....	10.96	4.6	10.96	4.6	—	—
Customer service representatives .....	12.29	8.4	12.58	9.0	—	—
Receptionists and information clerks .....	9.37	5.7	—	—	—	—
Shipping, receiving, and traffic clerks .....	10.25	4.4	10.28	4.5	—	—
Level 3 .....	10.55	8.1	10.55	8.1	—	—
Stock clerks and order fillers .....	11.19	5.8	11.78	7.0	7.56	6.6
Secretaries and administrative assistants .....	13.12	6.3	13.21	6.5	—	—
Level 4 .....	11.60	5.1	11.60	5.1	—	—
Executive secretaries and administrative assistants .....	15.79	6.9	16.26	6.8	—	—
Secretaries, except legal, medical, and executive .....	11.47	6.7	11.47	6.7	—	—
Level 4 .....	11.27	6.2	11.27	6.2	—	—
Data entry and information processing workers .....	11.10	5.3	11.46	5.5	—	—
Data entry keyers .....	11.30	6.3	—	—	—	—
Insurance claims and policy processing clerks .....	12.07	2.4	12.07	2.4	—	—
Office clerks, general .....	10.81	6.8	11.00	8.3	—	—
Level 4 .....	11.26	7.4	11.26	7.4	—	—
<b>Construction and extraction occupations</b> .....	16.79	3.2	16.85	3.2	—	—
Level 4 .....	11.31	9.6	11.26	10.3	—	—
Level 5 .....	16.51	3.3	16.51	3.3	—	—
Level 7 .....	17.89	11.4	17.89	11.4	—	—
Electricians .....	15.96	3.4	15.96	3.4	—	—
Highway maintenance workers .....	11.64	6.6	11.64	6.6	—	—
<b>Installation, maintenance, and repair occupations</b> .....	16.91	4.9	16.91	4.9	—	—
Level 4 .....	11.15	9.1	11.15	9.1	—	—
Level 5 .....	15.63	7.5	15.63	7.5	—	—
Level 6 .....	17.98	7.4	17.98	7.4	—	—
Level 7 .....	20.04	2.9	20.04	2.9	—	—
Automotive technicians and repairers .....	17.52	4.9	17.52	4.9	—	—
Heavy vehicle and mobile equipment service technicians and mechanics .....	17.47	4.4	17.47	4.4	—	—
Industrial machinery installation, repair, and maintenance workers .....	14.99	8.8	14.99	8.8	—	—
Level 5 .....	17.32	6.6	17.32	6.6	—	—
Maintenance and repair workers, general .....	13.32	11.5	13.32	11.5	—	—
Maintenance workers, machinery .....	14.15	4.7	14.15	4.7	—	—
<b>Production occupations</b> .....	13.68	1.3	13.73	1.3	—	—
Level 1 .....	9.46	1.0	9.46	1.0	—	—
Level 2 .....	11.88	4.1	11.88	4.1	—	—
Level 3 .....	12.67	.9	12.74	1.0	—	—
Level 4 .....	14.43	3.5	14.59	3.2	—	—
Level 5 .....	14.56	1.8	14.56	1.8	—	—
Level 6 .....	15.12	3.9	15.12	3.9	—	—
Level 7 .....	20.08	8.0	20.08	8.0	—	—

See footnotes at end of table.

Table 2. **Civilian workers: Mean hourly earnings<sup>1</sup> for full-time and part-time workers<sup>2</sup> by work levels<sup>3</sup>, Springfield, MO, September 2006** — Continued

Occupation <sup>4</sup> and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)
First-line supervisors/managers of production and operating workers .....	\$18.34	4.5	\$18.34	4.5	—	—
Miscellaneous assemblers and fabricators .....	11.34	9.3	11.34	9.3	—	—
Level 3 .....	11.22	16.3	11.22	16.3	—	—
Machine tool cutting setters, operators, and tenders, metal and plastic .....	13.72	2.5	13.72	2.5	—	—
Cutting, punching, and press machine setters, operators, and tenders, metal and plastic .....	13.35	4.3	13.35	4.3	—	—
Molders and molding machine setters, operators, and tenders, metal and plastic .....	12.32	7.5	12.32	7.5	—	—
Molding, coremaking, and casting machine setters, operators, and tenders, metal and plastic .....	12.32	7.5	12.32	7.5	—	—
Welding, soldering, and brazing workers .....	15.04	7.0	15.04	7.0	—	—
Welders, cutters, solderers, and brazers .....	15.22	8.2	15.22	8.2	—	—
Inspectors, testers, sorters, samplers, and weighers .....	13.28	3.2	13.28	3.2	—	—
Painting workers .....	14.34	7.0	14.34	7.0	—	—
Coating, painting, and spraying machine setters, operators, and tenders .....	15.03	3.7	15.03	3.7	—	—
Miscellaneous production workers .....	11.45	3.8	11.45	3.8	—	—
Helpers--production workers .....	10.47	3.4	10.47	3.4	—	—
<b>Transportation and material moving occupations .....</b>	<b>12.79</b>	<b>15.0</b>	<b>13.68</b>	<b>15.8</b>	<b>\$7.31</b>	<b>10.1</b>
Level 1 .....	7.52	10.0	9.79	7.5	6.58	6.7
Level 3 .....	9.12	5.1	9.24	4.8	—	—
Level 4 .....	12.72	4.3	12.66	4.5	—	—
Level 5 .....	21.91	10.5	21.91	10.5	—	—
Bus drivers .....	13.70	1.1	—	—	—	—
Bus drivers, school .....	13.70	1.1	—	—	—	—
Driver/sales workers and truck drivers .....	14.47	17.9	15.97	16.2	6.58	10.6
Truck drivers, heavy and tractor-trailer .....	17.27	9.9	17.27	9.9	—	—
Truck drivers, light or delivery services .....	14.26	31.4	14.91	33.1	—	—
Industrial truck and tractor operators .....	10.15	3.9	10.15	3.9	—	—
Laborers and material movers, hand .....	9.63	5.7	10.16	5.6	7.19	5.4
Level 1 .....	8.23	8.0	9.79	7.5	6.85	4.8
Laborers and freight, stock, and material movers, hand .....	10.94	10.3	11.73	9.3	—	—
Packers and packagers, hand .....	—	—	—	—	6.60	3.1
Level 1 .....	8.77	10.5	10.67	2.4	—	—

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

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

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

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

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

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 3. Private industry workers: Mean hourly earnings<sup>1</sup> for full-time and part-time workers<sup>2</sup> by work levels<sup>3</sup>, Springfield, MO, September 2006

Occupation <sup>4</sup> and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)
<b>All workers</b> .....	\$14.50	3.5	\$15.47	4.1	\$8.00	3.9
<b>Management occupations</b> .....	28.39	13.6	28.38	13.6	—	—
Level 7 .....	16.75	10.0	16.75	10.0	—	—
Level 9 .....	25.65	9.3	25.65	9.3	—	—
Level 11 .....	48.82	21.3	48.82	21.3	—	—
Not able to be leveled .....	28.22	12.7	28.20	12.7	—	—
Financial managers .....	33.45	9.8	33.45	9.8	—	—
<b>Business and financial operations occupations</b> .....	21.81	16.3	21.83	17.3	—	—
Level 7 .....	17.50	18.4	17.50	18.4	—	—
<b>Computer and mathematical science occupations</b> .....	20.68	11.7	20.74	11.8	—	—
<b>Architecture and engineering occupations</b> .....	20.83	10.7	20.83	10.7	—	—
Engineers .....	25.65	11.4	25.65	11.4	—	—
<b>Education, training, and library occupations</b> .....	23.56	5.0	23.79	4.0	—	—
Postsecondary teachers .....	22.70	5.5	—	—	—	—
<b>Arts, design, entertainment, sports, and media occupations</b> .....	11.89	6.9	13.00	5.1	—	—
Designers .....	11.63	8.0	—	—	—	—
<b>Healthcare practitioner and technical occupations</b> .....	—	—	27.25	17.3	—	—
Level 4 .....	—	—	12.90	7.4	—	—
Registered nurses .....	23.80	5.0	24.07	4.6	—	—
<b>Healthcare support occupations</b> .....	11.25	3.3	12.35	8.7	9.17	7.6
Level 4 .....	13.93	4.9	—	—	—	—
Nursing, psychiatric, and home health aides .....	9.14	6.3	—	—	—	—
Miscellaneous healthcare support occupations .....	13.26	4.6	13.32	6.5	—	—
<b>Food preparation and serving related occupations</b> .....	5.93	12.2	6.25	9.1	5.57	15.4
Level 1 .....	6.02	9.5	—	—	5.69	22.2
Level 2 .....	5.21	10.7	4.86	12.1	5.41	10.7
Level 3 .....	7.25	5.8	7.90	3.6	—	—
Cooks .....	7.50	5.3	7.94	6.8	—	—
Food preparation workers .....	8.52	3.9	—	—	—	—
Food service, tipped .....	3.14	30.0	2.88	28.4	3.45	39.5
Level 1 .....	4.37	23.5	—	—	5.24	38.4
Level 2 .....	3.01	37.6	—	—	—	—
Waiters and waitresses .....	2.78	21.9	—	—	3.22	41.9
Level 2 .....	2.43	17.8	—	—	—	—
Dining room and cafeteria attendants and bartender helpers .....	7.29	5.8	—	—	—	—
Fast food and counter workers .....	6.75	.6	—	—	6.46	.7
Level 2 .....	6.36	1.7	—	—	—	—
Combined food preparation and serving workers, including fast food .....	6.75	.6	—	—	6.45	.6
Level 2 .....	6.36	1.7	—	—	—	—
<b>Building and grounds cleaning and maintenance occupations</b> .....	7.68	7.1	7.67	7.2	—	—
Level 1 .....	7.90	6.4	7.90	6.5	—	—
Building cleaning workers .....	7.52	7.8	7.50	8.0	—	—
Level 1 .....	7.99	6.9	—	—	—	—
<b>Sales and related occupations</b> .....	14.43	8.8	16.52	9.6	7.24	3.7
Level 1 .....	6.87	6.5	—	—	—	—
Level 2 .....	7.27	4.2	—	—	6.90	1.6
Level 3 .....	8.89	5.6	9.80	7.6	7.83	3.9
Level 4 .....	11.40	6.4	11.99	4.6	—	—
Level 5 .....	16.45	12.6	16.45	12.6	—	—
Level 7 .....	30.72	20.5	30.72	20.5	—	—
First-line supervisors/managers, sales workers .....	20.36	18.1	20.36	18.1	—	—

See footnotes at end of table.

Table 3. Private industry workers: Mean hourly earnings<sup>1</sup> for full-time and part-time workers<sup>2</sup> by work levels<sup>3</sup>, Springfield, MO, September 2006 — Continued

Occupation <sup>4</sup> and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)
First-line supervisors/managers of retail sales workers	\$15.65	6.9	\$15.65	6.9	—	—
Retail sales workers	9.78	6.1	11.05	8.4	\$7.24	4.4
Level 1	6.87	6.5	—	—	—	—
Level 2	7.29	5.8	—	—	6.84	1.5
Level 3	8.95	6.0	9.95	7.8	7.83	4.4
Level 4	11.91	6.4	11.91	6.4	—	—
Cashiers, all workers	8.30	5.1	9.23	9.8	7.00	.4
Level 2	7.28	5.9	—	—	—	—
Level 3	10.35	11.9	—	—	—	—
Cashiers	8.30	5.1	9.23	9.8	7.00	.4
Level 2	7.28	5.9	—	—	—	—
Level 3	10.35	11.9	—	—	—	—
Counter and rental clerks and parts salespersons	12.43	8.9	—	—	—	—
Retail salespersons	10.29	7.0	11.71	9.4	7.45	7.0
Level 3	8.23	4.1	8.60	5.9	7.95	4.4
Level 4	11.70	5.3	11.70	5.3	—	—
Sales representatives, wholesale and manufacturing	26.13	10.4	26.13	10.4	—	—
Sales representatives, wholesale and manufacturing, except technical and scientific products	25.88	10.5	25.88	10.5	—	—
<b>Office and administrative support occupations</b>	12.16	2.6	12.52	3.0	8.81	3.0
Level 1	7.71	7.2	—	—	—	—
Level 2	9.16	4.5	9.51	5.4	7.89	3.2
Level 3	10.49	4.0	10.68	4.2	—	—
Level 4	11.58	2.2	11.70	2.5	10.40	8.3
Level 5	13.59	3.3	13.69	3.3	—	—
Level 6	17.27	4.9	17.27	4.9	—	—
Level 7	17.08	9.2	17.08	9.2	—	—
Not able to be leveled	13.60	4.5	13.71	4.0	—	—
First-line supervisors/managers of office and administrative support workers	20.41	15.2	20.41	15.2	—	—
Financial clerks	10.41	3.5	10.97	4.1	—	—
Level 4	10.56	6.9	10.83	7.4	—	—
Bookkeeping, accounting, and auditing clerks	10.96	4.6	10.96	4.6	—	—
Customer service representatives	12.22	8.8	12.51	9.4	—	—
Receptionists and information clerks	9.18	5.7	—	—	—	—
Shipping, receiving, and traffic clerks	10.25	4.4	10.28	4.5	—	—
Level 3	10.55	8.1	10.55	8.1	—	—
Stock clerks and order fillers	10.49	.8	11.02	3.4	7.56	6.6
Secretaries and administrative assistants	13.23	7.7	13.37	8.1	—	—
Level 4	11.93	5.9	11.93	5.9	—	—
Data entry and information processing workers	11.30	6.3	—	—	—	—
Data entry keyers	11.30	6.3	—	—	—	—
Insurance claims and policy processing clerks	12.07	2.4	12.07	2.4	—	—
Office clerks, general	10.84	7.1	11.02	8.6	—	—
<b>Construction and extraction occupations</b>	16.54	2.6	16.60	2.6	—	—
Level 4	11.25	12.3	11.17	13.6	—	—
Level 7	17.89	11.4	17.89	11.4	—	—
Electricians	15.54	1.2	15.54	1.2	—	—
<b>Installation, maintenance, and repair occupations</b>	16.77	5.3	16.77	5.3	—	—
Level 4	11.15	9.1	11.15	9.1	—	—
Level 5	15.63	7.5	15.63	7.5	—	—
Level 6	18.79	10.0	18.79	10.0	—	—
Level 7	19.96	3.2	19.96	3.2	—	—
Automotive technicians and repairers	17.52	4.9	17.52	4.9	—	—
Industrial machinery installation, repair, and maintenance workers	15.00	9.0	15.00	9.0	—	—
Level 5	17.32	6.6	17.32	6.6	—	—
Maintenance and repair workers, general	13.30	11.8	13.30	11.8	—	—
Maintenance workers, machinery	14.15	4.7	14.15	4.7	—	—
<b>Production occupations</b>	13.46	.8	13.51	.8	—	—
Level 1	9.46	1.0	9.46	1.0	—	—
Level 2	11.88	4.1	11.88	4.1	—	—

See footnotes at end of table.

Table 3. Private industry workers: Mean hourly earnings<sup>1</sup> for full-time and part-time workers<sup>2</sup> by work levels<sup>3</sup>, Springfield, MO, September 2006 — Continued

Occupation <sup>4</sup> and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)
<b>Production occupations —Continued</b>						
Level 3 .....	\$12.67	0.9	\$12.74	1.0	—	—
Level 4 .....	14.43	3.5	14.59	3.2	—	—
Level 5 .....	14.56	1.8	14.56	1.8	—	—
Level 6 .....	14.79	2.5	14.79	2.5	—	—
Level 7 .....	18.19	5.7	18.19	5.7	—	—
First-line supervisors/managers of production and operating workers .....	18.34	4.5	18.34	4.5	—	—
Miscellaneous assemblers and fabricators .....	11.34	9.3	11.34	9.3	—	—
Level 3 .....	11.22	16.3	11.22	16.3	—	—
Machine tool cutting setters, operators, and tenders, metal and plastic .....	13.72	2.5	13.72	2.5	—	—
Cutting, punching, and press machine setters, operators, and tenders, metal and plastic .....	13.35	4.3	13.35	4.3	—	—
Molders and molding machine setters, operators, and tenders, metal and plastic .....	12.32	7.5	12.32	7.5	—	—
Molding, coremaking, and casting machine setters, operators, and tenders, metal and plastic .....	12.32	7.5	12.32	7.5	—	—
Welding, soldering, and brazing workers .....	15.04	7.0	15.04	7.0	—	—
Welders, cutters, solderers, and brazers .....	15.22	8.2	15.22	8.2	—	—
Inspectors, testers, sorters, samplers, and weighers .....	12.85	1.1	12.85	1.1	—	—
Painting workers .....	14.34	7.0	14.34	7.0	—	—
Coating, painting, and spraying machine setters, operators, and tenders .....	15.03	3.7	15.03	3.7	—	—
Miscellaneous production workers .....	11.45	3.8	11.45	3.8	—	—
Helpers--production workers .....	10.47	3.4	10.47	3.4	—	—
<b>Transportation and material moving occupations .....</b>	12.74	15.6	13.66	16.3	\$6.82	7.4
Level 1 .....	7.52	10.0	9.79	7.5	6.58	6.7
Level 3 .....	9.04	5.0	9.16	4.8	—	—
Level 4 .....	12.67	4.6	12.64	4.6	—	—
Level 5 .....	22.29	9.9	22.29	9.9	—	—
Driver/sales workers and truck drivers .....	14.50	18.3	16.05	16.5	6.58	10.6
Truck drivers, heavy and tractor-trailer .....	17.54	10.5	17.54	10.5	—	—
Truck drivers, light or delivery services .....	14.26	31.4	14.91	33.1	—	—
Industrial truck and tractor operators .....	10.15	3.9	10.15	3.9	—	—
Laborers and material movers, hand .....	9.63	5.7	10.16	5.6	7.19	5.4
Level 1 .....	8.23	8.0	9.79	7.5	6.85	4.8
Laborers and freight, stock, and material movers, hand .....	10.94	10.3	11.73	9.3	—	—
Packers and packagers, hand .....	—	—	—	—	6.60	3.1
Level 1 .....	8.77	10.5	10.67	2.4	—	—

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

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

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

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

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

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 4. **State and local government workers: Mean hourly earnings<sup>1</sup> for full-time and part-time workers<sup>2</sup> by work levels<sup>3</sup>, Springfield, MO, September 2006**

Occupation <sup>4</sup> and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)
<b>All workers</b> .....	\$21.24	2.5	\$21.92	3.0	\$10.60	4.2
<b>Management occupations</b> .....	40.17	9.2	40.17	9.2	—	—
Education administrators .....	37.21	4.3	37.21	4.3	—	—
Education administrators, elementary and secondary school .....	37.60	5.8	37.60	5.8	—	—
<b>Education, training, and library occupations</b> .....	26.69	2.2	27.67	2.5	11.29	8.6
Level 6 .....	23.39	2.5	26.10	2.9	15.45	8.8
Level 7 .....	22.69	10.9	26.08	1.4	—	—
Level 8 .....	28.23	6.1	28.23	6.1	—	—
Level 9 .....	29.66	2.0	29.66	2.0	—	—
Primary, secondary, and special education school teachers .....	27.77	2.0	28.23	2.1	10.30	.5
Level 6 .....	24.24	.6	26.10	2.9	—	—
Level 7 .....	25.61	2.0	26.08	1.4	—	—
Level 8 .....	28.71	2.9	28.71	2.9	—	—
Elementary and middle school teachers .....	27.40	3.1	28.13	3.1	10.30	.5
Level 6 .....	22.41	1.0	—	—	—	—
Level 7 .....	25.10	2.6	25.92	1.3	—	—
Level 8 .....	28.44	3.9	28.44	3.9	—	—
Elementary school teachers, except special education .....	27.18	3.7	28.07	3.5	10.32	.5
Level 7 .....	25.12	2.8	25.97	1.6	—	—
Level 8 .....	28.48	4.8	28.48	4.8	—	—
Middle school teachers, except special and vocational education .....	28.09	2.4	28.29	2.4	—	—
Secondary school teachers .....	28.50	.0	28.50	.0	—	—
Secondary school teachers, except special and vocational education .....	28.63	.2	28.63	.2	—	—
Special education teachers .....	28.88	.7	28.88	.7	—	—
Teacher assistants .....	10.49	6.9	10.04	5.7	—	—
<b>Healthcare practitioner and technical occupations</b> .....	17.16	6.2	17.55	5.6	—	—
<b>Protective service occupations</b> .....	17.86	8.7	18.01	8.8	—	—
Level 7 .....	15.93	12.8	15.93	12.8	—	—
Police officers .....	17.85	1.8	17.85	1.8	—	—
Police and sheriff's patrol officers .....	17.85	1.8	17.85	1.8	—	—
<b>Food preparation and serving related occupations</b> .....	9.14	1.4	8.74	3.4	—	—
Cooks .....	8.46	2.1	—	—	—	—
Cooks, institution and cafeteria .....	8.46	2.1	—	—	—	—
<b>Building and grounds cleaning and maintenance occupations</b> .....	13.88	8.8	13.88	8.8	—	—

See footnotes at end of table.

Table 4. **State and local government workers: Mean hourly earnings<sup>1</sup> for full-time and part-time workers<sup>2</sup> by work levels<sup>3</sup>, Springfield, MO, September 2006** — Continued

Occupation <sup>4</sup> and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)
<b>Office and administrative support occupations</b> .....	\$12.55	6.5	\$12.72	6.4	\$8.41	4.3
Level 4 .....	11.77	10.8	11.82	10.9	—	—
Secretaries and administrative assistants .....	12.78	12.0	12.78	12.0	—	—
Secretaries, except legal, medical, and executive .....	11.13	13.3	11.13	13.3	—	—
<b>Construction and extraction occupations</b> .....	18.71	16.1	18.79	16.0	—	—
Level 4 .....	11.61	7.7	—	—	—	—
Highway maintenance workers .....	11.64	6.6	11.64	6.6	—	—
<b>Transportation and material moving occupations</b> .....	14.06	4.0	14.12	5.6	—	—
Bus drivers .....	13.70	1.1	—	—	—	—
Bus drivers, school .....	13.70	1.1	—	—	—	—

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

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

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

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

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

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 5. Combined work levels<sup>1</sup> for civilian workers: Mean hourly earnings<sup>2</sup> for full-time and part-time workers<sup>3</sup>, Springfield, MO, September 2006

Occupation <sup>4</sup> and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)
<b>All workers</b> .....	\$15.18	3.1	\$16.17	3.5	\$8.13	3.6
<b>Management occupations</b> .....	29.70	11.6	29.70	11.6	—	—
Group II .....	15.90	10.7	—	—	—	—
Group III .....	40.15	14.7	—	—	—	—
General and operations managers .....	59.27	16.3	59.27	16.3	—	—
Financial managers .....	33.19	9.3	33.19	9.3	—	—
Group III .....	34.57	9.0	34.57	9.0	—	—
Education administrators .....	36.02	3.3	36.02	3.3	—	—
Group III .....	34.05	6.0	—	—	—	—
Education administrators, elementary and secondary school .....	37.60	5.8	37.60	5.8	—	—
<b>Business and financial operations occupations</b> .....	22.50	14.9	22.56	15.9	—	—
Group II .....	16.63	11.7	—	—	—	—
Group III .....	30.35	7.4	—	—	—	—
<b>Computer and mathematical science occupations</b> .....	20.95	10.5	21.01	10.6	—	—
<b>Architecture and engineering occupations</b> .....	20.83	10.7	20.83	10.7	—	—
Group II .....	21.82	8.3	—	—	—	—
Engineers .....	25.65	11.4	25.65	11.4	—	—
<b>Life, physical, and social science occupations</b> .....	16.48	3.7	16.48	3.7	—	—
<b>Community and social services occupations</b> .....	17.15	9.3	17.22	9.1	—	—
Group II .....	17.14	9.5	—	—	—	—
Social workers .....	18.49	12.8	18.49	12.8	—	—
Group II .....	18.51	13.2	—	—	—	—
<b>Education, training, and library occupations</b> .....	26.37	2.0	27.27	2.3	12.31	11.6
Group I .....	9.81	.7	—	—	—	—
Group II .....	26.37	5.3	—	—	—	—
Group III .....	30.50	8.3	—	—	—	—
Postsecondary teachers .....	25.87	4.8	26.71	2.4	14.75	32.8
Group II .....	19.73	13.3	—	—	—	—
Group III .....	31.27	12.3	—	—	—	—
Miscellaneous postsecondary teachers .....	19.28	2.4	—	—	—	—
Primary, secondary, and special education school teachers .....	27.67	2.1	28.23	2.1	10.82	3.8
Group II .....	27.44	1.7	—	—	—	—
Elementary and middle school teachers .....	27.40	3.1	28.13	3.1	10.30	.5
Group II .....	27.27	3.2	—	—	—	—
Elementary school teachers, except special education .....	27.18	3.7	28.07	3.5	10.32	.5
Group II .....	26.97	3.9	27.97	3.4	10.34	.6
Middle school teachers, except special and vocational education .....	28.09	2.4	28.29	2.4	—	—
Group II .....	28.09	2.4	28.29	2.4	—	—
Secondary school teachers .....	28.50	.0	28.50	.0	—	—
Group II .....	28.43	.0	—	—	—	—
Secondary school teachers, except special and vocational education .....	28.63	.2	28.63	.2	—	—
Group II .....	28.59	.2	28.59	.2	—	—
Special education teachers .....	26.61	9.8	28.88	.7	—	—
Group II .....	22.18	12.3	—	—	—	—
Teacher assistants .....	10.49	6.9	10.04	5.7	—	—
Group I .....	9.81	.7	9.21	4.7	—	—
<b>Arts, design, entertainment, sports, and media occupations</b> .....	13.16	8.2	14.53	9.0	—	—
Designers .....	11.63	8.0	—	—	—	—
<b>Healthcare practitioner and technical occupations</b> .....	24.96	13.7	26.76	17.0	—	—
Group III .....	29.70	12.2	—	—	—	—
Registered nurses .....	23.71	4.9	23.98	4.5	—	—

See footnotes at end of table.



Table 5. **Combined work levels<sup>1</sup> for civilian workers: Mean hourly earnings<sup>2</sup> for full-time and part-time workers<sup>3</sup>, Springfield, MO, September 2006** — Continued

Occupation <sup>4</sup> and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)
Registered nurses —Continued						
Group II .....	\$22.70	1.8	—	—	—	—
<b>Healthcare support occupations</b> .....	11.25	3.3	\$12.35	8.7	\$9.17	7.6
Group I .....	11.20	3.0	—	—	—	—
Nursing, psychiatric, and home health aides .....	9.14	6.3	—	—	—	—
Group I .....	9.14	6.3	—	—	—	—
Miscellaneous healthcare support occupations .....	13.26	4.6	13.32	6.5	—	—
Group I .....	13.47	4.6	—	—	—	—
<b>Protective service occupations</b> .....	15.22	9.3	15.58	10.0	—	—
Group I .....	11.42	6.0	—	—	—	—
Group II .....	16.22	3.7	—	—	—	—
Police officers .....	17.85	1.8	17.85	1.8	—	—
Group II .....	17.85	1.8	—	—	—	—
Police and sheriff's patrol officers .....	17.85	1.8	17.85	1.8	—	—
Group II .....	17.85	1.8	17.85	1.8	—	—
<b>Food preparation and serving related occupations</b> .....	6.06	11.2	6.30	8.7	5.80	13.6
Group I .....	6.01	11.4	—	—	—	—
Cooks .....	7.57	4.9	7.97	6.4	—	—
Group I .....	7.53	4.9	—	—	—	—
Cooks, institution and cafeteria .....	9.41	8.6	9.47	9.2	—	—
Group I .....	9.36	8.9	9.43	9.6	—	—
Food preparation workers .....	8.82	2.7	—	—	—	—
Group I .....	8.82	2.7	—	—	—	—
Food service, tipped .....	3.14	30.0	2.88	28.4	3.45	39.5
Group I .....	3.14	30.0	—	—	—	—
Waiters and waitresses .....	2.78	21.9	—	—	3.22	41.9
Group I .....	2.78	21.9	—	—	3.22	41.9
Dining room and cafeteria attendants and bartender helpers .....	7.29	5.8	—	—	—	—
Group I .....	7.29	5.8	—	—	—	—
Fast food and counter workers .....	6.76	.5	—	—	6.48	.9
Group I .....	6.76	.5	—	—	—	—
Combined food preparation and serving workers, including fast food .....	6.76	.6	—	—	6.47	.8
Group I .....	6.76	.6	—	—	6.47	.8
<b>Building and grounds cleaning and maintenance occupations</b> .....	9.17	9.8	9.18	10.0	—	—
Group I .....	8.78	9.0	—	—	—	—
Building cleaning workers .....	8.27	8.4	8.27	8.5	—	—
Group I .....	8.27	8.4	—	—	—	—
Janitors and cleaners, except maids and housekeeping cleaners .....	10.38	8.0	10.42	8.3	—	—
Group I .....	10.41	8.3	10.44	8.6	—	—
Grounds maintenance workers .....	10.51	16.8	10.51	16.8	—	—
Group I .....	10.51	16.8	—	—	—	—
<b>Personal care and service occupations</b> .....	9.19	11.5	—	—	—	—
Group I .....	9.19	11.5	—	—	—	—
<b>Sales and related occupations</b> .....	14.43	8.8	16.52	9.6	7.24	3.7
Group I .....	8.96	7.7	—	—	—	—
Group II .....	22.84	8.5	—	—	—	—
First-line supervisors/managers, sales workers .....	20.36	18.1	20.36	18.1	—	—
Group II .....	25.23	24.1	—	—	—	—
First-line supervisors/managers of retail sales workers .....	15.65	6.9	15.65	6.9	—	—
Retail sales workers .....	9.78	6.1	11.05	8.4	7.24	4.4
Group I .....	8.97	6.7	—	—	—	—
Cashiers, all workers .....	8.30	5.1	9.23	9.8	7.00	.4
Group I .....	8.05	10.0	—	—	—	—
Cashiers .....	8.30	5.1	9.23	9.8	7.00	.4
Group I .....	8.05	10.0	9.23	14.9	6.95	1.3
Counter and rental clerks and parts salespersons .....	12.43	8.9	—	—	—	—

See footnotes at end of table.

Table 5. **Combined work levels<sup>1</sup> for civilian workers: Mean hourly earnings<sup>2</sup> for full-time and part-time workers<sup>3</sup>, Springfield, MO, September 2006** — Continued

Occupation <sup>4</sup> and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)
Retail salespersons .....	\$10.29	7.0	\$11.71	9.4	\$7.45	7.0
Group I .....	9.13	8.6	10.50	7.3	7.41	8.7
Sales representatives, wholesale and manufacturing .....	26.13	10.4	26.13	10.4	—	—
Group II .....	21.95	9.8	—	—	—	—
Sales representatives, wholesale and manufacturing, except technical and scientific products .....	25.88	10.5	25.88	10.5	—	—
Group II .....	21.95	9.8	21.95	9.8	—	—
<b>Office and administrative support occupations .....</b>	<b>12.18</b>	<b>2.4</b>	<b>12.53</b>	<b>2.8</b>	<b>8.80</b>	<b>3.0</b>
Group I .....	10.70	2.1	—	—	—	—
Group II .....	16.57	4.5	—	—	—	—
First-line supervisors/managers of office and administrative support workers .....	20.41	15.2	20.41	15.2	—	—
Group II .....	21.08	15.0	21.08	15.0	—	—
Financial clerks .....	10.41	3.5	10.97	4.1	—	—
Group I .....	10.10	4.4	—	—	—	—
Group II .....	11.71	6.2	—	—	—	—
Bookkeeping, accounting, and auditing clerks .....	10.96	4.6	10.96	4.6	—	—
Group I .....	10.86	6.7	10.86	6.7	—	—
Customer service representatives .....	12.29	8.4	12.58	9.0	—	—
Group I .....	11.17	3.8	11.34	4.2	—	—
Receptionists and information clerks .....	9.37	5.7	—	—	—	—
Group I .....	9.18	5.7	—	—	—	—
Shipping, receiving, and traffic clerks .....	10.25	4.4	10.28	4.5	—	—
Group I .....	10.27	5.4	10.27	5.4	—	—
Stock clerks and order fillers .....	11.19	5.8	11.78	7.0	7.56	6.6
Group I .....	11.19	5.8	11.78	7.0	7.56	6.6
Secretaries and administrative assistants .....	13.12	6.3	13.21	6.5	—	—
Group I .....	11.64	4.5	—	—	—	—
Group II .....	15.77	6.5	—	—	—	—
Executive secretaries and administrative assistants .....	15.79	6.9	16.26	6.8	—	—
Group II .....	15.86	7.0	—	—	—	—
Secretaries, except legal, medical, and executive .....	11.47	6.7	11.47	6.7	—	—
Group I .....	11.26	6.1	11.26	6.1	—	—
Data entry and information processing workers .....	11.10	5.3	11.46	5.5	—	—
Group I .....	11.10	5.3	—	—	—	—
Data entry keyers .....	11.30	6.3	—	—	—	—
Group I .....	11.30	6.3	—	—	—	—
Insurance claims and policy processing clerks .....	12.07	2.4	12.07	2.4	—	—
Group I .....	11.13	.6	11.13	.6	—	—
Office clerks, general .....	10.81	6.8	11.00	8.3	—	—
Group I .....	10.50	6.8	10.68	8.0	—	—
<b>Construction and extraction occupations .....</b>	<b>16.79</b>	<b>3.2</b>	<b>16.85</b>	<b>3.2</b>	—	—
Group I .....	12.95	13.4	—	—	—	—
Group II .....	18.58	5.9	—	—	—	—
Electricians .....	15.96	3.4	15.96	3.4	—	—
Group II .....	17.38	4.9	17.38	4.9	—	—
Highway maintenance workers .....	11.64	6.6	11.64	6.6	—	—
Group I .....	11.64	6.6	11.64	6.6	—	—
<b>Installation, maintenance, and repair occupations .....</b>	<b>16.91</b>	<b>4.9</b>	<b>16.91</b>	<b>4.9</b>	—	—
Group I .....	12.09	8.3	—	—	—	—
Group II .....	18.27	4.7	—	—	—	—
Automotive technicians and repairers .....	17.52	4.9	17.52	4.9	—	—
Heavy vehicle and mobile equipment service technicians and mechanics .....	17.47	4.4	17.47	4.4	—	—
Group II .....	17.47	4.4	—	—	—	—
Industrial machinery installation, repair, and maintenance workers .....	14.99	8.8	14.99	8.8	—	—
Group II .....	18.27	4.1	—	—	—	—
Maintenance and repair workers, general .....	13.32	11.5	13.32	11.5	—	—
Maintenance workers, machinery .....	14.15	4.7	14.15	4.7	—	—
<b>Production occupations .....</b>	<b>13.68</b>	<b>1.3</b>	<b>13.73</b>	<b>1.3</b>	—	—
Group I .....	12.75	.7	—	—	—	—

See footnotes at end of table.

Table 5. Combined work levels<sup>1</sup> for civilian workers: Mean hourly earnings<sup>2</sup> for full-time and part-time workers<sup>3</sup>, Springfield, MO, September 2006 — Continued

Occupation <sup>4</sup> and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)
<b>Production occupations —Continued</b>						
Group II .....	\$15.63	2.9	—	—	—	—
First-line supervisors/managers of production and operating workers .....	18.34	4.5	\$18.34	4.5	—	—
Group II .....	17.91	6.8	17.91	6.8	—	—
Miscellaneous assemblers and fabricators .....	11.34	9.3	11.34	9.3	—	—
Group I .....	10.96	12.0	—	—	—	—
Machine tool cutting setters, operators, and tenders, metal and plastic .....	13.72	2.5	13.72	2.5	—	—
Group I .....	14.02	4.0	—	—	—	—
Cutting, punching, and press machine setters, operators, and tenders, metal and plastic .....	13.35	4.3	13.35	4.3	—	—
Group I .....	13.58	3.4	13.58	3.4	—	—
Molders and molding machine setters, operators, and tenders, metal and plastic .....	12.32	7.5	12.32	7.5	—	—
Molding, coremaking, and casting machine setters, operators, and tenders, metal and plastic .....	12.32	7.5	12.32	7.5	—	—
Welding, soldering, and brazing workers .....	15.04	7.0	15.04	7.0	—	—
Group I .....	14.44	13.7	—	—	—	—
Group II .....	15.78	7.4	—	—	—	—
Welders, cutters, solderers, and brazers .....	15.22	8.2	15.22	8.2	—	—
Inspectors, testers, sorters, samplers, and weighers .....	13.28	3.2	13.28	3.2	—	—
Group I .....	12.44	2.1	12.44	2.1	—	—
Group II .....	15.09	6.9	15.09	6.9	—	—
Painting workers .....	14.34	7.0	14.34	7.0	—	—
Group I .....	15.03	3.7	—	—	—	—
Coating, painting, and spraying machine setters, operators, and tenders .....	15.03	3.7	15.03	3.7	—	—
Group I .....	15.03	3.7	15.03	3.7	—	—
Miscellaneous production workers .....	11.45	3.8	11.45	3.8	—	—
Group I .....	11.52	3.7	—	—	—	—

See footnotes at end of table.

Table 5. Combined work levels<sup>1</sup> for civilian workers: Mean hourly earnings<sup>2</sup> for full-time and part-time workers<sup>3</sup>, Springfield, MO, September 2006 — Continued

Occupation <sup>4</sup> and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)
Helpers--production workers .....	\$10.47	3.4	\$10.47	3.4	—	—
Group I .....	10.47	3.4	10.47	3.4	—	—
<b>Transportation and material moving occupations .....</b>	<b>12.79</b>	<b>15.0</b>	<b>13.68</b>	<b>15.8</b>	<b>\$7.31</b>	<b>10.1</b>
Group I .....	9.88	4.6	—	—	—	—
Group II .....	21.09	10.8	—	—	—	—
Bus drivers .....	13.70	1.1	—	—	—	—
Group I .....	13.70	1.1	—	—	—	—
Bus drivers, school .....	13.70	1.1	—	—	—	—
Group I .....	13.70	1.1	—	—	—	—
Driver/sales workers and truck drivers .....	14.47	17.9	15.97	16.2	6.58	10.6
Group I .....	9.87	10.0	—	—	—	—
Group II .....	22.35	8.4	—	—	—	—
Truck drivers, heavy and tractor-trailer .....	17.27	9.9	17.27	9.9	—	—
Group I .....	13.74	3.1	13.74	3.1	—	—
Group II .....	18.42	11.5	18.42	11.5	—	—
Truck drivers, light or delivery services .....	14.26	31.4	14.91	33.1	—	—
Group I .....	10.08	13.1	10.32	13.5	—	—
Industrial truck and tractor operators .....	10.15	3.9	10.15	3.9	—	—
Group I .....	10.12	4.1	10.12	4.1	—	—
Laborers and material movers, hand .....	9.63	5.7	10.16	5.6	7.19	5.4
Group I .....	9.49	6.2	—	—	—	—
Laborers and freight, stock, and material movers, hand .....	10.94	10.3	11.73	9.3	—	—
Group I .....	10.65	13.7	11.69	13.6	—	—
Packers and packagers, hand .....	—	—	—	—	6.60	3.1
Group I .....	—	—	—	—	6.60	3.1

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

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

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

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

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

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 6. Civilian workers: Hourly wage percentiles<sup>1</sup>, Springfield, MO, September 2006

Occupation <sup>2</sup>	10	25	Median 50	75	90
<b>All workers</b> .....	\$7.00	\$9.12	\$12.80	\$18.00	\$26.28
<b>Management occupations</b> .....	11.67	18.27	24.93	40.60	51.14
General and operations managers .....	31.70	46.57	71.69	71.69	71.69
Financial managers .....	24.93	24.93	32.06	41.83	41.83
Education administrators .....	25.10	31.89	35.29	42.69	45.72
Education administrators, elementary and secondary school .....	31.89	32.25	36.89	42.69	44.55
<b>Business and financial operations occupations</b> .....	12.50	13.74	18.33	27.50	40.39
<b>Computer and mathematical science occupations</b> .....	16.42	17.85	19.13	22.57	28.00
<b>Architecture and engineering occupations</b> .....	14.78	14.78	18.96	26.00	30.13
Engineers .....	17.00	21.02	23.88	30.92	36.77
<b>Life, physical, and social science occupations</b> .....	15.00	15.00	15.07	19.57	19.93
<b>Community and social services occupations</b> .....	13.00	13.00	17.63	19.99	23.44
Social workers .....	13.40	14.67	16.29	23.44	23.44
<b>Education, training, and library occupations</b> .....	14.08	22.34	26.54	30.30	35.79
Postsecondary teachers .....	14.08	19.21	26.54	30.01	35.37
Miscellaneous postsecondary teachers .....	16.08	19.21	19.21	19.21	22.32
Primary, secondary, and special education school teachers .....	21.75	23.28	27.23	31.07	35.71
Elementary and middle school teachers .....	21.75	23.16	26.74	30.88	35.71
Elementary school teachers, except special education .....	21.75	23.01	26.72	30.30	35.71
Middle school teachers, except special and vocational education .....	21.75	23.83	27.47	33.31	35.71
Secondary school teachers .....	22.71	24.26	28.03	31.07	35.38
Secondary school teachers, except special and vocational education .....	22.71	24.26	28.61	31.26	35.71
Special education teachers .....	12.00	23.23	28.80	29.50	35.79
Teacher assistants .....	8.21	9.41	10.56	11.67	12.71
<b>Arts, design, entertainment, sports, and media occupations</b> .....	8.50	9.25	9.75	13.46	25.70
Designers .....	8.00	9.00	9.75	13.46	13.46
<b>Healthcare practitioner and technical occupations</b> .....	12.00	17.19	22.11	28.05	29.91
Registered nurses .....	17.08	19.04	24.05	28.05	29.91
<b>Healthcare support occupations</b> .....	7.65	8.15	11.29	13.70	15.51
Nursing, psychiatric, and home health aides .....	7.50	7.71	8.21	10.21	12.90
Miscellaneous healthcare support occupations .....	9.55	11.50	13.60	14.75	16.97
<b>Protective service occupations</b> .....	11.88	11.88	14.35	17.07	21.15
Police officers .....	15.87	16.92	16.92	19.59	21.73
Police and sheriff's patrol officers .....	15.87	16.92	16.92	19.59	21.73
<b>Food preparation and serving related occupations</b> .....	2.13	5.15	6.35	7.50	9.00
Cooks .....	6.00	6.23	7.00	8.24	10.00
Cooks, institution and cafeteria .....	8.00	8.00	8.24	10.25	12.57
Food preparation workers .....	7.40	7.50	8.20	10.48	11.13
Food service, tipped .....	2.13	2.13	2.13	2.25	7.00
Waiters and waitresses .....	2.13	2.13	2.13	2.25	5.15
Dining room and cafeteria attendants and bartender helpers .....	5.50	7.00	7.00	8.40	8.40
Fast food and counter workers .....	5.75	6.10	6.50	7.25	8.10
Combined food preparation and serving workers, including fast food .....	5.75	6.10	6.50	7.25	8.15
<b>Building and grounds cleaning and maintenance occupations</b> .....	6.20	7.00	7.50	10.47	13.85
Building cleaning workers .....	6.20	6.50	7.00	9.45	11.40
Janitors and cleaners, except maids and housekeeping cleaners .....	8.15	8.79	9.81	11.40	14.20
Grounds maintenance workers .....	7.50	7.50	9.65	12.54	17.82

See footnotes at end of table.

Table 6. Civilian workers: Hourly wage percentiles<sup>1</sup>, Springfield, MO, September 2006 — Continued

Occupation <sup>2</sup>	10	25	Median 50	75	90
<b>Personal care and service occupations</b> .....	\$6.41	\$8.67	\$8.67	\$8.67	\$14.24
<b>Sales and related occupations</b> .....	6.70	7.70	11.50	17.20	28.55
First-line supervisors/managers, sales workers .....	10.00	12.00	17.20	22.03	51.03
First-line supervisors/managers of retail sales workers .....	10.00	11.16	14.00	17.20	24.85
Retail sales workers .....	6.42	7.25	8.70	11.75	14.33
Cashiers, all workers .....	6.25	6.50	7.60	9.10	11.74
Cashiers .....	6.25	6.50	7.60	9.10	11.74
Counter and rental clerks and parts salespersons .....	9.80	9.80	12.75	14.75	15.69
Retail salespersons .....	6.50	7.50	9.00	12.48	15.56
Sales representatives, wholesale and manufacturing .....	17.11	17.44	25.34	33.43	33.43
Sales representatives, wholesale and manufacturing, except technical and scientific products .....	17.11	17.44	25.18	33.43	33.43
<b>Office and administrative support occupations</b> .....	8.20	9.37	11.54	14.02	16.41
First-line supervisors/managers of office and administrative support workers .....	14.45	15.27	18.03	19.64	33.41
Financial clerks .....	8.09	9.04	10.50	11.33	14.00
Bookkeeping, accounting, and auditing clerks .....	9.25	9.25	10.86	11.75	14.41
Customer service representatives .....	9.28	9.52	10.50	13.46	20.25
Receptionists and information clerks .....	7.10	7.72	8.51	11.61	12.30
Shipping, receiving, and traffic clerks .....	8.25	8.57	9.98	10.27	13.30
Stock clerks and order fillers .....	8.00	8.60	10.50	13.00	15.00
Secretaries and administrative assistants .....	10.00	10.40	13.15	15.88	16.62
Executive secretaries and administrative assistants .....	11.62	14.15	15.88	16.62	22.04
Secretaries, except legal, medical, and executive .....	8.69	10.40	10.40	13.57	13.62
Data entry and information processing workers .....	8.38	9.96	12.00	12.76	12.76
Data entry keyers .....	8.38	9.00	12.10	12.76	12.76
Insurance claims and policy processing clerks .....	10.25	10.39	12.07	13.83	14.02
Office clerks, general .....	8.00	8.78	10.89	11.54	14.00
<b>Construction and extraction occupations</b> .....	10.01	12.50	16.39	20.93	23.83
Electricians .....	11.00	13.00	15.70	18.50	20.25
Highway maintenance workers .....	10.01	10.01	12.14	12.14	13.47
<b>Installation, maintenance, and repair occupations</b> .....	10.50	13.25	17.00	20.11	21.11
Automotive technicians and repairers .....	11.56	12.55	20.03	21.11	21.11
Heavy vehicle and mobile equipment service technicians and mechanics .....	15.75	16.30	16.50	18.00	20.80
Industrial machinery installation, repair, and maintenance workers .....	7.50	11.00	15.00	19.48	20.11
Maintenance and repair workers, general .....	7.50	7.50	13.60	16.76	20.11
Maintenance workers, machinery .....	10.57	12.75	14.15	15.65	16.30
<b>Production occupations</b> .....	9.00	11.00	13.45	16.52	18.13
First-line supervisors/managers of production and operating workers .....	14.79	14.79	17.44	20.69	23.34
Miscellaneous assemblers and fabricators .....	7.50	8.50	11.85	14.31	14.35
Machine tool cutting setters, operators, and tenders, metal and plastic .....	9.55	12.25	13.86	15.35	17.64
Cutting, punching, and press machine setters, operators, and tenders, metal and plastic .....	9.00	11.25	12.25	17.00	17.64
Molders and molding machine setters, operators, and tenders, metal and plastic .....	9.00	10.38	11.81	15.71	16.71
Molding, coremaking, and casting machine setters, operators, and tenders, metal and plastic .....	9.00	10.38	11.81	15.71	16.71
Welding, soldering, and brazing workers .....	10.75	13.80	14.30	16.90	18.90
Welders, cutters, solderers, and brazers .....	10.75	13.80	14.82	17.90	18.90
Inspectors, testers, sorters, samplers, and weighers .....	9.00	11.50	13.43	14.71	15.22
Painting workers .....	12.40	13.45	13.50	14.75	17.03
Coating, painting, and spraying machine setters, operators, and tenders .....	13.45	13.45	14.75	17.03	17.03
Miscellaneous production workers .....	9.23	9.64	11.21	12.05	16.96
Helpers--production workers .....	9.00	9.64	10.66	11.21	11.62
<b>Transportation and material moving occupations</b> .....	6.93	8.50	10.91	14.19	19.89
Bus drivers .....	10.19	11.55	12.92	15.08	18.61
Bus drivers, school .....	10.19	11.55	12.92	15.08	18.61

See footnotes at end of table.

Table 6. **Civilian workers: Hourly wage percentiles<sup>1</sup>, Springfield, MO, September 2006** — Continued

Occupation <sup>2</sup>	10	25	Median 50	75	90
Driver/sales workers and truck drivers .....	\$6.60	\$8.50	\$12.99	\$15.98	\$23.05
Truck drivers, heavy and tractor-trailer .....	12.56	13.50	15.50	19.72	24.61
Truck drivers, light or delivery services .....	7.00	8.50	11.06	14.42	22.20
Industrial truck and tractor operators .....	8.00	8.50	9.40	11.34	13.25
Laborers and material movers, hand .....	6.50	8.00	8.80	11.65	13.25
Laborers and freight, stock, and material movers, hand .....	6.35	8.00	12.36	13.25	14.04

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

nonproduction bonuses; and tips.

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 7. Private industry workers: Hourly wage percentiles<sup>1</sup>, Springfield, MO, September 2006

Occupation <sup>2</sup>	10	25	Median 50	75	90
<b>All workers</b> .....	\$7.00	\$8.85	\$12.50	\$17.03	\$23.88
<b>Management occupations</b> .....	11.67	18.27	22.45	33.75	51.14
Financial managers .....	24.93	24.93	32.21	41.83	41.83
<b>Business and financial operations occupations</b> .....	12.50	13.74	18.25	25.00	38.22
<b>Computer and mathematical science occupations</b> .....	16.42	17.67	18.11	22.00	28.25
<b>Architecture and engineering occupations</b> .....	14.78	14.78	18.96	26.00	30.13
Engineers .....	17.00	21.02	23.88	30.92	36.77
<b>Education, training, and library occupations</b> .....	16.08	20.41	26.43	26.54	28.05
Postsecondary teachers .....	16.08	18.43	22.85	26.75	28.05
<b>Arts, design, entertainment, sports, and media occupations</b> .....	8.00	9.25	9.75	13.46	22.43
Designers .....	8.00	9.00	9.75	13.46	13.46
Registered nurses .....	17.08	19.04	24.28	28.05	29.91
<b>Healthcare support occupations</b> .....	7.65	8.15	11.29	13.70	15.51
Nursing, psychiatric, and home health aides .....	7.50	7.71	8.21	10.21	12.90
Miscellaneous healthcare support occupations .....	9.55	11.50	13.60	14.75	16.97
<b>Food preparation and serving related occupations</b> .....	2.13	5.15	6.25	7.40	8.50
Cooks .....	6.00	6.23	7.00	8.24	9.83
Food preparation workers .....	6.50	7.40	7.75	9.70	11.13
Food service, tipped .....	2.13	2.13	2.13	2.25	7.00
Waiters and waitresses .....	2.13	2.13	2.13	2.25	5.15
Dining room and cafeteria attendants and bartender helpers .....	5.50	7.00	7.00	8.40	8.40
Fast food and counter workers .....	5.75	6.10	6.50	7.25	8.10
Combined food preparation and serving workers, including fast food .....	5.75	6.10	6.50	7.25	8.10
<b>Building and grounds cleaning and maintenance occupations</b> .....	6.20	6.50	7.00	8.36	9.94
Building cleaning workers .....	6.20	6.20	7.00	8.48	9.68
<b>Sales and related occupations</b> .....	6.70	7.70	11.50	17.20	28.55
First-line supervisors/managers, sales workers .....	10.00	12.00	17.20	22.03	51.03
First-line supervisors/managers of retail sales workers .....	10.00	11.16	14.00	17.20	24.85
Retail sales workers .....	6.42	7.25	8.70	11.75	14.33
Cashiers, all workers .....	6.25	6.50	7.60	9.10	11.74
Cashiers .....	6.25	6.50	7.60	9.10	11.74
Counter and rental clerks and parts salespersons .....	9.80	9.80	12.75	14.75	15.69
Retail salespersons .....	6.50	7.50	9.00	12.48	15.56
Sales representatives, wholesale and manufacturing .....	17.11	17.44	25.34	33.43	33.43
Sales representatives, wholesale and manufacturing, except technical and scientific products .....	17.11	17.44	25.18	33.43	33.43
<b>Office and administrative support occupations</b> .....	8.15	9.25	11.54	14.00	16.13
First-line supervisors/managers of office and administrative support workers .....	14.45	15.27	18.03	19.64	33.41
Financial clerks .....	8.09	9.04	10.50	11.33	14.00
Bookkeeping, accounting, and auditing clerks .....	9.25	9.25	10.86	11.75	14.41
Customer service representatives .....	9.25	9.52	10.50	12.64	20.25
Receptionists and information clerks .....	7.10	7.32	8.51	10.75	12.30
Shipping, receiving, and traffic clerks .....	8.25	8.57	9.98	10.27	13.30
Stock clerks and order fillers .....	8.00	8.50	10.00	12.35	14.15
Secretaries and administrative assistants .....	10.40	10.40	12.88	15.88	15.88
Data entry and information processing workers .....	8.38	9.00	12.10	12.76	12.76
Data entry keyers .....	8.38	9.00	12.10	12.76	12.76
Insurance claims and policy processing clerks .....	10.25	10.39	12.07	13.83	14.02
Office clerks, general .....	8.00	8.78	10.89	11.87	14.00
<b>Construction and extraction occupations</b> .....	10.00	12.50	16.25	20.25	23.18
Electricians .....	10.50	13.00	15.00	18.50	20.25

See footnotes at end of table.



Table 7. Private industry workers: Hourly wage percentiles<sup>1</sup>, Springfield, MO, September 2006 — Continued

Occupation <sup>2</sup>	10	25	Median 50	75	90
<b>Installation, maintenance, and repair occupations</b> .....	\$10.27	\$12.66	\$16.76	\$20.03	\$21.11
Automotive technicians and repairers .....	11.56	12.55	20.03	21.11	21.11
Industrial machinery installation, repair, and maintenance workers .....	7.50	11.00	15.50	19.48	20.11
Maintenance and repair workers, general .....	7.50	7.50	13.25	16.76	20.11
Maintenance workers, machinery .....	10.57	12.75	14.15	15.65	16.30
<b>Production occupations</b> .....	9.00	10.93	13.44	16.51	17.77
First-line supervisors/managers of production and operating workers .....	14.79	14.79	17.44	20.69	23.34
Miscellaneous assemblers and fabricators .....	7.50	8.50	11.85	14.31	14.35
Machine tool cutting setters, operators, and tenders, metal and plastic .....	9.55	12.25	13.86	15.35	17.64
Cutting, punching, and press machine setters, operators, and tenders, metal and plastic .....	9.00	11.25	12.25	17.00	17.64
Molders and molding machine setters, operators, and tenders, metal and plastic .....	9.00	10.38	11.81	15.71	16.71
Molding, coremaking, and casting machine setters, operators, and tenders, metal and plastic .....	9.00	10.38	11.81	15.71	16.71
Welding, soldering, and brazing workers .....	10.75	13.80	14.30	16.90	18.90
Welders, cutters, solderers, and brazers .....	10.75	13.80	14.82	17.90	18.90
Inspectors, testers, sorters, samplers, and weighers .....	8.76	11.05	13.43	14.15	15.22
Painting workers .....	12.40	13.45	13.50	14.75	17.03
Coating, painting, and spraying machine setters, operators, and tenders .....	13.45	13.45	14.75	17.03	17.03
Miscellaneous production workers .....	9.23	9.64	11.21	12.05	16.96
Helpers--production workers .....	9.00	9.64	10.66	11.21	11.62
<b>Transportation and material moving occupations</b> .....	6.93	8.50	10.35	14.05	20.09
Driver/sales workers and truck drivers .....	6.60	8.50	12.61	16.05	23.10
Truck drivers, heavy and tractor-trailer .....	12.55	13.75	15.57	19.89	25.34
Truck drivers, light or delivery services .....	7.00	8.50	11.06	14.42	22.20
Industrial truck and tractor operators .....	8.00	8.50	9.40	11.34	13.25
Laborers and material movers, hand .....	6.50	8.00	8.80	11.65	13.25
Laborers and freight, stock, and material movers, hand .....	6.35	8.00	12.36	13.25	14.04

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

nonproduction bonuses; and tips.

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 8. State and local government workers: Hourly wage percentiles<sup>1</sup>, Springfield, MO, September 2006

Occupation <sup>2</sup>	10	25	Median 50	75	90
<b>All workers</b> .....	\$10.19	\$13.47	\$19.59	\$27.64	\$34.66
<b>Management occupations</b> .....	28.48	32.25	38.80	52.56	54.55
Education administrators .....	30.32	32.25	36.88	42.69	44.55
Education administrators, elementary and secondary school .....	31.89	32.25	36.89	42.69	44.55
<b>Education, training, and library occupations</b> .....	14.08	22.43	27.00	31.07	36.07
Primary, secondary, and special education school teachers .....	21.91	23.49	27.27	31.07	35.71
Elementary and middle school teachers .....	21.75	23.16	26.74	30.88	35.71
Elementary school teachers, except special education .....	21.75	23.01	26.72	30.30	35.71
Middle school teachers, except special and vocational education .....	21.75	23.83	27.47	33.31	35.71
Secondary school teachers .....	22.71	24.26	28.03	31.07	35.38
Secondary school teachers, except special and vocational education .....	22.71	24.26	28.61	31.26	35.71
Special education teachers .....	23.23	27.00	28.80	29.50	35.79
Teacher assistants .....	8.21	9.41	10.56	11.67	12.71
<b>Healthcare practitioner and technical occupations</b> .....	12.82	14.62	17.75	19.93	21.55
<b>Protective service occupations</b> .....	12.54	15.22	16.92	18.76	28.18
Police officers .....	15.87	16.92	16.92	19.59	21.73
Police and sheriff's patrol officers .....	15.87	16.92	16.92	19.59	21.73
<b>Food preparation and serving related occupations</b> .....	7.50	7.74	8.75	10.48	10.97
Cooks .....	7.10	7.50	8.32	9.21	10.85
Cooks, institution and cafeteria .....	7.10	7.50	8.32	9.21	10.85
<b>Building and grounds cleaning and maintenance occupations</b> .....	9.99	11.15	12.57	15.23	21.66
<b>Office and administrative support occupations</b> .....	8.69	9.96	12.18	14.37	16.62
Secretaries and administrative assistants .....	8.36	9.54	13.57	14.63	16.62
Secretaries, except legal, medical, and executive .....	8.36	8.60	10.82	13.57	14.99
<b>Construction and extraction occupations</b> .....	10.01	12.14	18.32	22.07	30.80
Highway maintenance workers .....	10.01	10.01	12.14	12.14	13.47
<b>Transportation and material moving occupations</b> .....	11.94	12.84	13.47	15.62	15.62
Bus drivers .....	10.19	11.55	12.92	15.08	18.61
Bus drivers, school .....	10.19	11.55	12.92	15.08	18.61

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

nonproduction bonuses; and tips.

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 9. Full-time<sup>1</sup> civilian workers: Hourly wage percentiles<sup>2</sup>, Springfield, MO, September 2006

Occupation <sup>3</sup>	Full-time workers				
	10	25	Median 50	75	90
<b>All workers</b> .....	\$8.00	\$10.25	\$13.83	\$18.84	\$27.18
<b>Management occupations</b> .....	11.67	18.27	24.93	40.60	51.14
General and operations managers .....	31.70	46.57	71.69	71.69	71.69
Financial managers .....	24.93	24.93	32.06	41.83	41.83
Education administrators .....	25.10	31.89	35.29	42.69	45.72
Education administrators, elementary and secondary school .....	31.89	32.25	36.89	42.69	44.55
<b>Business and financial operations occupations</b> .....	12.50	13.74	18.25	27.50	40.39
<b>Computer and mathematical science occupations</b> .....	16.42	17.85	19.13	22.57	28.00
<b>Architecture and engineering occupations</b> .....	14.78	14.78	18.96	26.00	30.13
Engineers .....	17.00	21.02	23.88	30.92	36.77
<b>Life, physical, and social science occupations</b> .....	15.00	15.00	15.07	19.57	19.93
<b>Community and social services occupations</b> .....	13.00	13.40	17.63	19.99	23.44
Social workers .....	13.40	14.67	16.29	23.44	23.44
<b>Education, training, and library occupations</b> .....	19.21	22.71	26.86	30.47	36.07
Postsecondary teachers .....	14.08	19.21	26.77	30.02	35.37
Primary, secondary, and special education school teachers .....	22.43	23.71	27.64	31.26	35.79
Elementary and middle school teachers .....	22.17	23.65	27.23	31.17	35.71
Elementary school teachers, except special education .....	22.33	23.59	27.23	30.62	35.99
Middle school teachers, except special and vocational education .....	21.88	24.04	27.73	33.31	35.71
Secondary school teachers .....	22.71	24.26	28.03	31.07	35.38
Secondary school teachers, except special and vocational education .....	22.71	24.26	28.61	31.26	35.71
Special education teachers .....	23.23	27.00	28.80	29.50	35.79
Teacher assistants .....	7.41	8.59	10.02	11.26	12.28
<b>Arts, design, entertainment, sports, and media occupations</b> .....	9.65	9.75	13.46	13.46	25.70
<b>Healthcare practitioner and technical occupations</b> .....	15.36	18.20	24.07	28.85	38.48
Registered nurses .....	17.24	19.64	24.54	28.05	29.91
<b>Healthcare support occupations</b> .....	8.18	10.17	12.50	14.23	16.00
Miscellaneous healthcare support occupations .....	9.42	12.00	13.50	15.51	16.97
<b>Protective service occupations</b> .....	11.88	11.88	14.40	17.07	21.33
Police officers .....	15.87	16.92	16.92	19.59	21.73
Police and sheriff's patrol officers .....	15.87	16.92	16.92	19.59	21.73
<b>Food preparation and serving related occupations</b> .....	2.13	2.13	6.60	8.00	9.61
Cooks .....	6.00	6.50	7.50	8.74	10.30
Cooks, institution and cafeteria .....	8.00	8.00	8.24	10.25	12.57
Food service, tipped .....	2.13	2.13	2.13	2.13	7.00
<b>Building and grounds cleaning and maintenance occupations</b> .....	6.20	7.00	7.50	10.65	13.86
Building cleaning workers .....	6.20	6.50	7.00	9.43	11.55
Janitors and cleaners, except maids and housekeeping cleaners .....	8.15	8.80	9.94	11.40	14.20
Grounds maintenance workers .....	7.50	7.50	9.65	12.54	17.82
<b>Sales and related occupations</b> .....	7.65	9.80	12.48	18.40	33.43
First-line supervisors/managers, sales workers .....	10.00	12.00	17.20	22.03	51.03
First-line supervisors/managers of retail sales workers .....	10.00	11.16	14.00	17.20	24.85
Retail sales workers .....	7.02	8.50	10.47	12.48	15.69
Cashiers, all workers .....	6.25	7.70	8.75	11.74	12.15

See footnotes at end of table.

Table 9. Full-time<sup>1</sup> civilian workers: Hourly wage percentiles<sup>2</sup>, Springfield, MO, September 2006 —  
Continued

Occupation <sup>3</sup>	Full-time workers				
	10	25	Median 50	75	90
Cashiers .....	\$6.25	\$7.70	\$8.75	\$11.74	\$12.15
Retail salespersons .....	7.25	8.68	11.09	12.48	16.35
Sales representatives, wholesale and manufacturing .....	17.11	17.44	25.34	33.43	33.43
Sales representatives, wholesale and manufacturing, except technical and scientific products .....	17.11	17.44	25.18	33.43	33.43
<b>Office and administrative support occupations</b> .....	8.38	9.76	11.82	14.34	16.62
First-line supervisors/managers of office and administrative support workers .....	14.45	15.27	18.03	19.64	33.41
Financial clerks .....	9.00	9.25	11.00	11.70	14.00
Bookkeeping, accounting, and auditing clerks .....	9.25	9.25	10.86	11.75	14.41
Customer service representatives .....	9.30	9.76	10.82	14.20	20.25
Shipping, receiving, and traffic clerks .....	8.20	8.59	10.16	10.37	13.30
Stock clerks and order fillers .....	8.00	9.10	11.25	13.50	15.50
Secretaries and administrative assistants .....	10.40	10.40	13.15	15.88	16.62
Executive secretaries and administrative assistants .....	13.80	15.33	15.88	16.62	22.04
Secretaries, except legal, medical, and executive .....	8.69	10.40	10.40	13.57	13.62
Data entry and information processing workers .....	8.38	9.96	12.10	12.76	12.76
Insurance claims and policy processing clerks .....	10.25	10.39	12.07	13.83	14.02
Office clerks, general .....	8.14	8.98	11.04	12.06	14.00
<b>Construction and extraction occupations</b> .....	10.01	12.50	16.39	20.93	23.83
Electricians .....	11.00	13.00	15.70	18.50	20.25
Highway maintenance workers .....	10.01	10.01	12.14	12.14	13.47
<b>Installation, maintenance, and repair occupations</b> .....	10.50	13.25	17.00	20.11	21.11
Automotive technicians and repairers .....	11.56	12.55	20.03	21.11	21.11
Heavy vehicle and mobile equipment service technicians and mechanics .....	15.75	16.30	16.50	18.00	20.80
Industrial machinery installation, repair, and maintenance workers .....	7.50	11.00	15.00	19.48	20.11
Maintenance and repair workers, general .....	7.50	7.50	13.60	16.76	20.11
Maintenance workers, machinery .....	10.57	12.75	14.15	15.65	16.30
<b>Production occupations</b> .....	9.00	11.00	13.45	16.60	18.13
First-line supervisors/managers of production and operating workers .....	14.79	14.79	17.44	20.69	23.34
Miscellaneous assemblers and fabricators .....	7.50	8.50	11.85	14.31	14.35
Machine tool cutting setters, operators, and tenders, metal and plastic .....	9.55	12.25	13.86	15.35	17.64
Cutting, punching, and press machine setters, operators, and tenders, metal and plastic .....	9.00	11.25	12.25	17.00	17.64
Molders and molding machine setters, operators, and tenders, metal and plastic .....	9.00	10.38	11.81	15.71	16.71
Molding, coremaking, and casting machine setters, operators, and tenders, metal and plastic .....	9.00	10.38	11.81	15.71	16.71
Welding, soldering, and brazing workers .....	10.75	13.80	14.30	16.90	18.90
Welders, cutters, solderers, and brazers .....	10.75	13.80	14.82	17.90	18.90
Inspectors, testers, sorters, samplers, and weighers .....	9.00	11.50	13.43	14.71	15.22
Painting workers .....	12.40	13.45	13.50	14.75	17.03
Coating, painting, and spraying machine setters, operators, and tenders .....	13.45	13.45	14.75	17.03	17.03
Miscellaneous production workers .....	9.23	9.64	11.21	12.05	16.96

See footnotes at end of table.

Table 9. Full-time<sup>1</sup> civilian workers: Hourly wage percentiles<sup>2</sup>, Springfield, MO, September 2006 — Continued

Occupation <sup>3</sup>	Full-time workers				
	10	25	Median 50	75	90
Helpers--production workers .....	\$9.00	\$9.64	\$10.66	\$11.21	\$11.62
<b>Transportation and material moving occupations .....</b>	<b>8.00</b>	<b>8.50</b>	<b>11.54</b>	<b>14.42</b>	<b>21.00</b>
Driver/sales workers and truck drivers .....	8.50	11.06	13.50	17.28	23.68
Truck drivers, heavy and tractor-trailer .....	12.56	13.50	15.50	19.72	24.61
Truck drivers, light or delivery services .....	6.93	8.50	11.06	14.42	22.99
Industrial truck and tractor operators .....	8.00	8.50	9.40	11.34	13.25
Laborers and material movers, hand .....	7.50	8.30	9.10	12.36	13.25
Laborers and freight, stock, and material movers, hand .....	8.00	8.50	13.10	13.25	15.14

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

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

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

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 10. Part-time<sup>1</sup> civilian workers: Hourly wage percentiles<sup>2</sup>, Springfield, MO, September 2006

Occupation <sup>3</sup>	Part-time workers				
	10	25	Median 50	75	90
<b>All workers</b> .....	\$5.50	\$6.35	\$7.35	\$9.04	\$12.00
<b>Education, training, and library occupations</b> .....	8.44	9.41	10.51	12.00	17.53
Postsecondary teachers .....	8.44	8.44	8.44	22.32	24.56
Primary, secondary, and special education school teachers .....	10.00	10.00	10.51	10.71	12.00
Elementary and middle school teachers .....	10.00	10.00	10.51	10.67	10.71
Elementary school teachers, except special education .....	10.00	10.00	10.51	10.67	10.71
<b>Healthcare support occupations</b> .....	7.50	7.60	7.97	9.98	14.31
<b>Food preparation and serving related occupations</b> .....	2.13	5.25	6.23	6.75	8.00
Food service, tipped .....	2.13	2.13	2.13	5.15	7.35
Waiters and waitresses .....	2.13	2.13	2.13	2.28	5.15
Fast food and counter workers .....	5.50	6.00	6.25	6.90	7.50
Combined food preparation and serving workers, including fast food .....	5.50	6.00	6.25	6.90	7.50
<b>Sales and related occupations</b> .....	6.25	6.50	7.00	7.60	8.60
Retail sales workers .....	6.00	6.50	7.20	7.70	8.60
Cashiers, all workers .....	6.30	6.50	6.80	7.25	7.80
Cashiers .....	6.30	6.50	6.80	7.25	7.80
Retail salespersons .....	5.75	6.60	7.50	8.30	9.00
<b>Office and administrative support occupations</b> .....	6.85	7.30	8.69	9.47	11.25
Stock clerks and order fillers .....	6.00	6.36	7.60	8.98	9.13
<b>Transportation and material moving occupations</b> .....	5.25	5.75	6.50	7.50	9.25
Driver/sales workers and truck drivers .....	5.25	5.50	6.00	7.00	8.76
Laborers and material movers, hand .....	6.00	6.35	6.50	7.50	9.00
Packers and packagers, hand .....	5.75	6.00	6.50	6.50	7.65

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

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

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

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 11. Full-time<sup>1</sup> civilian workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Springfield, MO, September 2006

Occupation <sup>2</sup>	Hourly earnings <sup>3</sup>		Weekly earnings <sup>4</sup>			Annual earnings <sup>5</sup>		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
<b>All workers</b> .....	\$16.17	\$13.83	\$645	\$552	39.9	\$32,904	\$28,685	2,035
<b>Management occupations</b> .....	29.70	24.93	1,239	935	41.7	63,852	48,606	2,150
General and operations managers .....	59.27	71.69	2,829	3,871	47.7	147,129	201,300	2,482
Financial managers .....	33.19	32.06	1,332	1,202	40.1	69,264	62,517	2,087
Education administrators .....	36.02	35.29	1,558	1,562	43.2	72,649	71,188	2,017
Education administrators, elementary and secondary school .....	37.60	36.89	1,637	1,614	43.6	73,993	72,644	1,968
<b>Business and financial operations occupations</b> .....	22.56	18.25	899	712	39.9	46,740	37,011	2,072
<b>Computer and mathematical science occupations</b> .....	21.01	19.13	831	740	39.6	43,207	38,501	2,057
<b>Architecture and engineering occupations</b> .....	20.83	18.96	845	758	40.6	43,935	39,437	2,109
Engineers .....	25.65	23.88	1,073	955	41.8	55,780	49,670	2,175
<b>Life, physical, and social science occupations</b> .....	16.48	15.07	659	603	40.0	33,999	31,350	2,063
<b>Community and social services occupations</b> .....	17.22	17.63	669	661	38.8	34,771	34,371	2,020
Social workers .....	18.49	16.29	740	652	40.0	38,467	33,887	2,080
<b>Education, training, and library occupations</b> .....	27.27	26.86	1,026	1,040	37.6	39,859	39,132	1,462
Postsecondary teachers .....	26.71	26.77	1,059	1,070	39.7	44,672	44,306	1,673
Primary, secondary, and special education school teachers .....	28.23	27.64	1,037	1,013	36.8	38,236	37,247	1,355
Elementary and middle school teachers .....	28.13	27.23	1,034	1,008	36.7	38,115	37,100	1,355
Elementary school teachers, except special education .....	28.07	27.23	1,034	1,011	36.8	38,017	36,966	1,354
Middle school teachers, except special and vocational education .....	28.29	27.73	1,032	1,007	36.5	38,415	37,469	1,358
Secondary school teachers .....	28.50	28.03	1,042	1,026	36.6	38,125	37,423	1,338
Secondary school teachers, except special and vocational education .....	28.63	28.61	1,045	1,042	36.5	38,335	37,709	1,339
Special education teachers .....	28.88	28.80	1,078	1,080	37.3	40,669	39,404	1,408
Teacher assistants .....	10.04	10.02	359	354	35.7	12,873	12,591	1,283
<b>Arts, design, entertainment, sports, and media occupations</b> .....	14.53	13.46	581	538	40.0	30,218	28,001	2,080
<b>Healthcare practitioner and technical occupations</b> .....	26.76	24.07	1,070	957	40.0	55,500	49,650	2,074
Registered nurses .....	23.98	24.54	956	978	39.9	49,687	50,814	2,072
<b>Healthcare support occupations</b> .....	12.35	12.50	479	498	38.8	24,920	25,891	2,018
Miscellaneous healthcare support occupations .....	13.32	13.50	509	510	38.2	26,475	26,520	1,988
<b>Protective service occupations</b> .....	15.58	14.40	646	618	41.5	33,617	32,144	2,157
Police officers .....	17.85	16.92	716	677	40.1	37,243	35,200	2,087
Police and sheriff's patrol officers ...	17.85	16.92	716	677	40.1	37,243	35,200	2,087
<b>Food preparation and serving related occupations</b> .....	6.30	6.60	220	244	34.9	11,352	12,480	1,802
Cooks .....	7.97	7.50	308	280	38.6	15,458	14,560	1,939
Cooks, institution and cafeteria .....	9.47	8.24	370	330	39.0	17,618	17,139	1,860

See footnotes at end of table.

Table 11. Full-time<sup>1</sup> civilian workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Springfield, MO, September 2006 — Continued

Occupation <sup>2</sup>	Hourly earnings <sup>3</sup>		Weekly earnings <sup>4</sup>			Annual earnings <sup>5</sup>		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
Food service, tipped .....	\$2.88	\$2.13	\$87	\$75	30.3	\$4,538	\$3,877	1,576
<b>Building and grounds cleaning and maintenance occupations</b> .....	9.18	7.50	366	300	39.9	19,023	15,600	2,073
Building cleaning workers .....	8.27	7.00	330	280	39.9	17,173	14,560	2,077
Janitors and cleaners, except maids and housekeeping cleaners .....	10.42	9.94	415	398	39.9	21,585	20,675	2,072
Grounds maintenance workers .....	10.51	9.65	420	386	40.0	21,865	20,072	2,080
<b>Sales and related occupations</b> .....	16.52	12.48	665	499	40.3	34,576	25,954	2,093
First-line supervisors/managers, sales workers .....	20.36	17.20	859	728	42.2	44,661	37,856	2,194
First-line supervisors/managers of retail sales workers .....	15.65	14.00	647	560	41.3	33,648	29,120	2,150
Retail sales workers .....	11.05	10.47	438	413	39.6	22,779	21,499	2,061
Cashiers, all workers .....	9.23	8.75	369	350	40.0	19,203	18,200	2,080
Cashiers .....	9.23	8.75	369	350	40.0	19,203	18,200	2,080
Retail salespersons .....	11.71	11.09	460	428	39.3	23,926	22,240	2,043
Sales representatives, wholesale and manufacturing .....	26.13	25.34	1,072	1,014	41.0	55,753	52,713	2,134
Sales representatives, wholesale and manufacturing, except technical and scientific products .....	25.88	25.18	1,059	1,014	40.9	55,078	52,713	2,128
<b>Office and administrative support occupations</b> .....	12.53	11.82	502	471	40.0	26,075	24,496	2,081
First-line supervisors/managers of office and administrative support workers .....	20.41	18.03	823	721	40.3	42,801	37,502	2,097
Financial clerks .....	10.97	11.00	439	440	40.0	22,827	22,880	2,081
Bookkeeping, accounting, and auditing clerks .....	10.96	10.86	439	434	40.0	22,803	22,580	2,081
Customer service representatives .....	12.58	10.82	503	433	40.0	26,168	22,506	2,080
Shipping, receiving, and traffic clerks .....	10.28	10.16	412	407	40.0	21,415	21,139	2,082
Stock clerks and order fillers .....	11.78	11.25	471	450	40.0	24,501	23,400	2,080
Secretaries and administrative assistants .....	13.21	13.15	527	515	39.9	27,203	26,582	2,059
Executive secretaries and administrative assistants .....	16.26	15.88	651	635	40.0	33,830	33,030	2,080
Secretaries, except legal, medical, and executive .....	11.47	10.40	457	416	39.8	23,337	21,624	2,034
Data entry and information processing workers .....	11.46	12.10	458	484	40.0	23,835	25,168	2,080
Insurance claims and policy processing clerks .....	12.07	12.07	477	471	39.6	24,829	24,496	2,057
Office clerks, general .....	11.00	11.04	440	442	40.0	22,871	22,963	2,080
<b>Construction and extraction occupations</b> .....	16.85	16.39	674	656	40.0	34,034	32,651	2,019
Electricians .....	15.96	15.70	639	628	40.0	33,204	32,652	2,080
Highway maintenance workers .....	11.64	12.14	466	486	40.0	24,217	25,247	2,080
<b>Installation, maintenance, and repair occupations</b> .....	16.91	17.00	679	680	40.2	35,318	35,360	2,089
Automotive technicians and repairers .....	17.52	20.03	710	801	40.6	36,943	41,671	2,109
Heavy vehicle and mobile equipment service technicians and mechanics .....	17.47	16.50	699	660	40.0	36,346	34,320	2,080
Industrial machinery installation, repair, and maintenance workers .....	14.99	15.00	597	595	39.8	31,038	30,924	2,071

See footnotes at end of table.



Table 11. Full-time<sup>1</sup> civilian workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Springfield, MO, September 2006 — Continued

Occupation <sup>2</sup>	Hourly earnings <sup>3</sup>		Weekly earnings <sup>4</sup>			Annual earnings <sup>5</sup>		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
Maintenance and repair workers, general .....	\$13.32	\$13.60	\$533	\$544	40.0	\$27,702	\$28,288	2,080
Maintenance workers, machinery ...	14.15	14.15	562	566	39.7	29,234	29,432	2,066
<b>Production occupations</b> .....	13.73	13.45	547	538	39.8	28,244	27,976	2,057
First-line supervisors/managers of production and operating workers .....	18.34	17.44	758	762	41.3	39,257	39,598	2,140
Miscellaneous assemblers and fabricators .....	11.34	11.85	444	470	39.1	22,810	24,440	2,011
Machine tool cutting setters, operators, and tenders, metal and plastic .....	13.72	13.86	549	554	40.0	28,544	28,829	2,080
Cutting, punching, and press machine setters, operators, and tenders, metal and plastic .....	13.35	12.25	534	490	40.0	27,769	25,480	2,080
Molders and molding machine setters, operators, and tenders, metal and plastic .....	12.32	11.81	493	472	40.0	25,634	24,565	2,080
Molding, coremaking, and casting machine setters, operators, and tenders, metal and plastic .....	12.32	11.81	493	472	40.0	25,634	24,565	2,080
Welding, soldering, and brazing workers .....	15.04	14.30	601	572	40.0	31,174	29,744	2,073
Welders, cutters, solderers, and brazers .....	15.22	14.82	609	593	40.0	31,536	29,744	2,072
Inspectors, testers, sorters, samplers, and weighers .....	13.28	13.43	531	537	40.0	27,627	27,934	2,080
Painting workers .....	14.34	13.50	573	540	40.0	29,633	28,080	2,067
Coating, painting, and spraying machine setters, operators, and tenders .....	15.03	14.75	601	590	40.0	30,962	29,500	2,059
Miscellaneous production workers .....	11.45	11.21	452	448	39.5	22,058	23,317	1,927
Helpers--production workers .....	10.47	10.66	419	426	40.0	21,778	22,173	2,080
<b>Transportation and material moving occupations</b> .....	13.68	11.54	567	462	41.5	29,417	23,999	2,151
Driver/sales workers and truck drivers .....	15.97	13.50	695	540	43.5	36,142	28,080	2,263
Truck drivers, heavy and tractor-trailer .....	17.27	15.50	782	719	45.3	40,689	37,378	2,356
Truck drivers, light or delivery services .....	14.91	11.06	628	442	42.2	32,676	23,001	2,192
Industrial truck and tractor operators ..	10.15	9.40	405	376	39.9	21,071	19,552	2,076
Laborers and material movers, hand ..	10.16	9.10	404	364	39.8	20,997	18,928	2,067
Laborers and freight, stock, and material movers, hand .....	11.73	13.10	461	524	39.3	23,905	27,248	2,038

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

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

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

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

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

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 12. Full-time<sup>1</sup> private industry workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Springfield, MO, September 2006

Occupation <sup>2</sup>	Hourly earnings <sup>3</sup>		Weekly earnings <sup>4</sup>			Annual earnings <sup>5</sup>		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
<b>All workers</b> .....	\$15.47	\$13.30	\$618	\$526	39.9	\$32,009	\$27,340	2,069
<b>Management occupations</b> .....	28.38	22.45	1,182	898	41.7	61,485	46,696	2,166
Financial managers .....	33.45	32.21	1,343	1,229	40.1	69,816	63,921	2,087
<b>Business and financial operations occupations</b> .....	21.83	17.45	870	692	39.8	45,226	35,999	2,072
<b>Computer and mathematical science occupations</b> .....	20.74	18.51	819	728	39.5	42,602	37,850	2,054
<b>Architecture and engineering occupations</b> .....	20.83	18.96	845	758	40.6	43,935	39,437	2,109
Engineers .....	25.65	23.88	1,073	955	41.8	55,780	49,670	2,175
<b>Education, training, and library occupations</b> .....	23.79	26.54	928	1,057	39.0	41,046	43,742	1,725
<b>Arts, design, entertainment, sports, and media occupations</b> .....	13.00	9.75	520	390	40.0	27,040	20,280	2,080
<b>Healthcare practitioner and technical occupations</b> .....	27.25	24.87	1,090	989	40.0	56,681	51,438	2,080
Registered nurses .....	24.07	24.75	960	990	39.9	49,935	51,459	2,074
<b>Healthcare support occupations</b> .....	12.35	12.50	479	498	38.8	24,920	25,891	2,018
Miscellaneous healthcare support occupations .....	13.32	13.50	509	510	38.2	26,475	26,520	1,988
<b>Food preparation and serving related occupations</b> .....	6.25	6.55	218	242	34.9	11,360	12,578	1,817
Cooks .....	7.94	7.10	308	280	38.9	16,036	14,560	2,021
Food service, tipped .....	2.88	2.13	87	75	30.3	4,538	3,877	1,576
<b>Building and grounds cleaning and maintenance occupations</b> .....	7.67	7.00	306	280	39.9	15,920	14,560	2,077
Building cleaning workers .....	7.50	7.00	299	280	39.9	15,568	14,560	2,076
<b>Sales and related occupations</b> .....	16.52	12.48	665	499	40.3	34,576	25,954	2,093
First-line supervisors/managers, sales workers .....	20.36	17.20	859	728	42.2	44,661	37,856	2,194
First-line supervisors/managers of retail sales workers .....	15.65	14.00	647	560	41.3	33,648	29,120	2,150
Retail sales workers .....	11.05	10.47	438	413	39.6	22,779	21,499	2,061
Cashiers, all workers .....	9.23	8.75	369	350	40.0	19,203	18,200	2,080
Cashiers .....	9.23	8.75	369	350	40.0	19,203	18,200	2,080
Retail salespersons .....	11.71	11.09	460	428	39.3	23,926	22,240	2,043
Sales representatives, wholesale and manufacturing .....	26.13	25.34	1,072	1,014	41.0	55,753	52,713	2,134
Sales representatives, wholesale and manufacturing, except technical and scientific products .....	25.88	25.18	1,059	1,014	40.9	55,078	52,713	2,128
<b>Office and administrative support occupations</b> .....	12.52	11.80	501	471	40.0	26,070	24,496	2,082
First-line supervisors/managers of office and administrative support workers .....	20.41	18.03	823	721	40.3	42,790	37,502	2,097
Financial clerks .....	10.97	11.00	439	440	40.0	22,827	22,880	2,081
Bookkeeping, accounting, and auditing clerks .....	10.96	10.86	439	434	40.0	22,803	22,580	2,081
Customer service representatives .....	12.51	10.53	500	421	40.0	26,023	21,902	2,080
Shipping, receiving, and traffic clerks .....	10.28	10.16	412	407	40.0	21,415	21,139	2,082

See footnotes at end of table.

Table 12. Full-time<sup>1</sup> private industry workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Springfield, MO, September 2006 — Continued

Occupation <sup>2</sup>	Hourly earnings <sup>3</sup>		Weekly earnings <sup>4</sup>			Annual earnings <sup>5</sup>		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
Stock clerks and order fillers .....	\$11.02	\$11.00	\$441	\$440	40.0	\$22,917	\$22,880	2,080
Secretaries and administrative assistants .....	13.37	12.88	533	511	39.9	27,721	26,582	2,074
Insurance claims and policy processing clerks .....	12.07	12.07	477	471	39.6	24,829	24,496	2,057
Office clerks, general .....	11.02	11.04	441	442	40.0	22,924	22,963	2,080
<b>Construction and extraction occupations .....</b>	16.60	16.39	664	656	40.0	33,390	32,651	2,012
Electricians .....	15.54	15.00	622	600	40.0	32,321	31,200	2,080
<b>Installation, maintenance, and repair occupations .....</b>	16.77	16.76	674	670	40.2	35,050	34,861	2,090
Automotive technicians and repairers .....	17.52	20.03	710	801	40.6	36,943	41,671	2,109
Industrial machinery installation, repair, and maintenance workers .....	15.00	15.50	597	595	39.8	31,064	30,924	2,071
Maintenance and repair workers, general .....	13.30	13.25	532	530	40.0	27,657	27,560	2,080
Maintenance workers, machinery ...	14.15	14.15	562	566	39.7	29,234	29,432	2,066
<b>Production occupations .....</b>	13.51	13.45	538	538	39.8	27,788	27,955	2,057
First-line supervisors/managers of production and operating workers .....	18.34	17.44	758	762	41.3	39,257	39,598	2,140
Miscellaneous assemblers and fabricators .....	11.34	11.85	444	470	39.1	22,810	24,440	2,011
Machine tool cutting setters, operators, and tenders, metal and plastic .....	13.72	13.86	549	554	40.0	28,544	28,829	2,080
Cutting, punching, and press machine setters, operators, and tenders, metal and plastic .....	13.35	12.25	534	490	40.0	27,769	25,480	2,080
Molders and molding machine setters, operators, and tenders, metal and plastic .....	12.32	11.81	493	472	40.0	25,634	24,565	2,080
Molding, coremaking, and casting machine setters, operators, and tenders, metal and plastic .....	12.32	11.81	493	472	40.0	25,634	24,565	2,080
Welding, soldering, and brazing workers .....	15.04	14.30	601	572	40.0	31,174	29,744	2,073
Welders, cutters, solderers, and brazers .....	15.22	14.82	609	593	40.0	31,536	29,744	2,072
Inspectors, testers, sorters, samplers, and weighers .....	12.85	13.43	514	537	40.0	26,735	27,934	2,080
Painting workers .....	14.34	13.50	573	540	40.0	29,633	28,080	2,067
Coating, painting, and spraying machine setters, operators, and tenders .....	15.03	14.75	601	590	40.0	30,962	29,500	2,059
Miscellaneous production workers .....	11.45	11.21	452	448	39.5	22,058	23,317	1,927

See footnotes at end of table.

Table 12. Full-time<sup>1</sup> private industry workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Springfield, MO, September 2006 — Continued

Occupation <sup>2</sup>	Hourly earnings <sup>3</sup>		Weekly earnings <sup>4</sup>			Annual earnings <sup>5</sup>		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
Helpers--production workers .....	\$10.47	\$10.66	\$419	\$426	40.0	\$21,778	\$22,173	2,080
<b>Transportation and material moving occupations</b> .....	13.66	11.54	568	452	41.6	29,554	23,481	2,163
Driver/sales workers and truck drivers .....	16.05	13.50	700	540	43.6	36,414	28,080	2,269
Truck drivers, heavy and tractor-trailer .....	17.54	15.57	802	752	45.7	41,703	39,125	2,378
Truck drivers, light or delivery services .....	14.91	11.06	628	442	42.2	32,676	23,001	2,192
Industrial truck and tractor operators ..	10.15	9.40	405	376	39.9	21,071	19,552	2,076
Laborers and material movers, hand ..	10.16	9.10	404	364	39.8	20,997	18,928	2,067
Laborers and freight, stock, and material movers, hand .....	11.73	13.10	461	524	39.3	23,905	27,248	2,038

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

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

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

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

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

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 13. Full-time<sup>1</sup> State and local government workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Springfield, MO, September 2006

Occupation <sup>2</sup>	Hourly earnings <sup>3</sup>		Weekly earnings <sup>4</sup>			Annual earnings <sup>5</sup>		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
<b>All workers</b> .....	\$21.92	\$20.03	\$861	\$799	39.3	\$39,269	\$36,614	1,791
<b>Management occupations</b> .....	40.17	38.80	1,700	1,707	42.3	81,533	76,628	2,030
Education administrators .....	37.21	36.88	1,638	1,619	44.0	74,300	72,848	1,997
Education administrators, elementary and secondary school .....	37.60	36.89	1,637	1,614	43.6	73,993	72,644	1,968
<b>Education, training, and library occupations</b> .....	27.67	27.48	1,037	1,033	37.5	39,747	39,039	1,437
Primary, secondary, and special education school teachers .....	28.23	27.64	1,037	1,013	36.8	38,236	37,247	1,355
Elementary and middle school teachers .....	28.13	27.23	1,034	1,008	36.7	38,115	37,100	1,355
Elementary school teachers, except special education .....	28.07	27.23	1,034	1,011	36.8	38,017	36,966	1,354
Middle school teachers, except special and vocational education .....	28.29	27.73	1,032	1,007	36.5	38,415	37,469	1,358
Secondary school teachers .....	28.50	28.03	1,042	1,026	36.6	38,125	37,423	1,338
Secondary school teachers, except special and vocational education .....	28.63	28.61	1,045	1,042	36.5	38,335	37,709	1,339
Special education teachers .....	28.88	28.80	1,078	1,080	37.3	40,669	39,404	1,408
Teacher assistants .....	10.04	10.02	359	354	35.7	12,873	12,591	1,283
<b>Healthcare practitioner and technical occupations</b> .....	17.55	18.26	692	730	39.4	34,407	32,906	1,960
<b>Protective service occupations</b> .....	18.01	16.92	769	683	42.7	39,978	35,508	2,220
Police officers .....	17.85	16.92	716	677	40.1	37,243	35,200	2,087
Police and sheriff's patrol officers .....	17.85	16.92	716	677	40.1	37,243	35,200	2,087
<b>Food preparation and serving related occupations</b> .....	8.74	8.57	310	294	35.5	11,067	10,218	1,266
<b>Building and grounds cleaning and maintenance occupations</b> .....	13.88	12.57	550	502	39.6	28,586	26,083	2,060
<b>Office and administrative support occupations</b> .....	12.72	12.54	509	501	40.0	26,147	25,064	2,055
Secretaries and administrative assistants .....	12.78	13.57	511	543	40.0	25,815	27,138	2,019
Secretaries, except legal, medical, and executive .....	11.13	10.82	445	433	40.0	21,929	19,606	1,971
<b>Construction and extraction occupations</b> .....	18.79	18.32	752	733	40.0	39,081	38,106	2,080
Highway maintenance workers .....	11.64	12.14	466	486	40.0	24,217	25,247	2,080
<b>Transportation and material moving occupations</b> .....	14.12	13.47	515	539	36.5	25,075	28,018	1,776

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

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

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

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

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

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 14. **Size of establishment: Mean hourly earnings<sup>1</sup> of private industry establishments for major occupational groups, Springfield, MO, September 2006**

Occupational group <sup>2</sup>	Total	1-99 workers	100-499 workers	500 workers or more
<b>All workers</b> .....	\$14.50	\$13.16	\$15.82	\$16.12
Management, professional, and related .....	22.82	20.67	24.22	24.35
Management, business, and financial .....	25.73	24.74	27.52	26.29
Professional and related .....	20.89	15.60	21.40	23.89
Service .....	7.88	7.18	7.92	10.36
Sales and office .....	12.81	12.64	13.64	12.24
Sales and related .....	14.43	15.24	13.41	—
Office and administrative support .....	12.16	11.51	13.84	12.11
Natural resources, construction, and maintenance .....	16.64	16.31	17.53	18.61
Construction and extraction .....	16.54	15.88	—	—
Installation, maintenance, and repair .....	16.77	16.89	15.88	18.87
Production, transportation, and material moving .....	13.08	11.13	15.95	12.85
Production .....	13.46	12.00	13.29	15.46
Transportation and material moving .....	12.74	10.75	21.22	—
	Relative error <sup>3</sup> (percent)			
<b>All workers</b> .....	3.5	4.2	7.5	9.0
Management, professional, and related .....	8.3	10.9	6.1	15.9
Management, business, and financial .....	11.8	19.6	7.1	12.7
Professional and related .....	12.0	14.3	4.7	19.4
Service .....	3.0	5.4	4.1	7.6
Sales and office .....	3.7	6.9	7.4	3.8
Sales and related .....	8.8	13.2	11.7	—
Office and administrative support .....	2.6	3.8	8.1	3.6
Natural resources, construction, and maintenance .....	3.2	4.2	4.1	1.9
Construction and extraction .....	2.6	4.0	—	—
Installation, maintenance, and repair .....	5.3	7.0	7.9	3.2
Production, transportation, and material moving .....	8.4	6.6	12.6	5.8
Production .....	.8	6.8	1.2	1.1
Transportation and material moving .....	15.6	8.9	19.8	—

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

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

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 15. Establishments with fewer than 100 workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours for full-time<sup>1</sup> private industry workers, Springfield, MO, September 2006

Occupation <sup>2</sup>	Hourly earnings <sup>3</sup>		Weekly earnings <sup>4</sup>			Annual earnings <sup>5</sup>		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
<b>All workers</b> .....	\$14.35	\$12.50	\$572	\$500	39.8	\$29,697	\$25,958	2,069
<b>Management occupations</b> .....	27.85	18.27	1,189	751	42.7	61,805	39,047	2,219
<b>Business and financial operations occupations</b> ...	19.68	13.74	796	577	40.4	41,369	29,999	2,102
<b>Food preparation and serving related occupations</b> .....	5.66	6.45	193	195	34.0	10,020	10,140	1,770
Food service, tipped .....	2.88	2.13	87	75	30.3	4,535	3,877	1,574
<b>Sales and related occupations</b> .....	18.27	14.00	749	560	41.0	38,951	29,120	2,132
First-line supervisors/managers, sales workers .....	21.28	17.20	913	714	42.9	47,501	37,128	2,232
Retail sales workers .....	11.61	11.74	465	470	40.0	24,159	24,419	2,080
<b>Office and administrative support occupations</b> ....	11.98	11.75	479	470	40.0	24,915	24,440	2,080
Financial clerks .....	10.53	10.50	421	420	40.0	21,897	21,840	2,080
Bookkeeping, accounting, and auditing clerks ...	10.56	10.50	422	420	40.0	21,965	21,840	2,080
Office clerks, general .....	12.31	11.54	492	462	40.0	25,606	23,999	2,080
<b>Construction and extraction occupations</b> .....	15.93	15.00	637	600	40.0	33,144	31,200	2,080
Electricians .....	15.41	15.00	616	600	40.0	32,044	31,200	2,080
<b>Installation, maintenance, and repair occupations</b> .....	16.89	16.76	681	670	40.3	35,421	34,861	2,097
<b>Production occupations</b> .....	12.11	12.16	483	486	39.9	24,651	25,064	2,036
<b>Transportation and material moving occupations</b> .....	11.85	11.29	495	442	41.7	25,717	23,001	2,170
Driver/sales workers and truck drivers .....	12.55	12.61	534	525	42.6	27,773	27,300	2,214
Truck drivers, heavy and tractor-trailer .....	15.89	15.20	760	656	47.8	39,501	34,087	2,487
Truck drivers, light or delivery services .....	10.32	8.50	409	340	39.7	21,275	17,680	2,062

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

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

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

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

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

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 16. Establishments with 100 workers or more: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours for full-time<sup>1</sup> private industry workers, Springfield, MO, September 2006

Occupation <sup>2</sup>	Hourly earnings <sup>3</sup>		Weekly earnings <sup>4</sup>			Annual earnings <sup>5</sup>		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
<b>All workers</b> .....	\$16.59	\$14.35	\$664	\$570	40.0	\$34,328	\$29,311	2,069
<b>Management occupations</b> .....	29.14	25.00	1,174	1,202	40.3	61,054	62,504	2,095
<b>Business and financial operations occupations</b> ...	24.57	21.64	962	853	39.1	50,000	44,343	2,035
<b>Computer and mathematical science occupations</b> .....	21.05	18.51	831	740	39.5	43,197	38,501	2,052
<b>Architecture and engineering occupations</b> .....	20.05	17.00	818	620	40.8	42,560	32,240	2,123
Engineers .....	30.20	30.92	1,312	1,375	43.5	68,245	71,510	2,260
<b>Education, training, and library occupations</b> .....	23.79	26.54	928	1,057	39.0	41,046	43,742	1,725
<b>Healthcare practitioner and technical occupations</b> .....	26.86	24.32	1,075	967	40.0	55,880	50,294	2,080
Registered nurses .....	24.07	24.75	960	990	39.9	49,935	51,459	2,074
<b>Food preparation and serving related occupations</b> .....	8.54	8.24	332	320	38.9	17,286	16,640	2,023
<b>Sales and related occupations</b> .....	14.75	11.81	583	458	39.5	30,308	23,837	2,055
Retail sales workers .....	10.65	10.00	419	390	39.4	21,812	20,280	2,048
Retail salespersons .....	10.38	9.50	405	373	39.0	21,052	19,386	2,029
Sales representatives, wholesale and manufacturing .....	22.88	24.89	935	1,006	40.9	48,614	52,337	2,125
<b>Office and administrative support occupations</b> ....	13.01	12.16	521	476	40.1	27,114	24,752	2,084
First-line supervisors/managers of office and administrative support workers .....	20.56	18.18	829	721	40.4	43,133	37,502	2,098
Financial clerks .....	11.72	11.15	469	446	40.0	24,396	23,192	2,082
Bookkeeping, accounting, and auditing clerks ...	11.48	11.00	460	440	40.0	23,914	22,880	2,083
Secretaries and administrative assistants .....	15.16	13.62	601	545	39.6	31,248	28,330	2,061
<b>Installation, maintenance, and repair occupations</b> .....	16.45	15.78	656	631	39.8	34,092	32,822	2,072
Industrial machinery installation, repair, and maintenance workers .....	16.25	15.65	646	626	39.7	33,578	32,552	2,066
Maintenance workers, machinery .....	14.15	14.15	562	566	39.7	29,234	29,432	2,066
<b>Production occupations</b> .....	14.06	14.31	560	572	39.8	29,044	29,432	2,065
First-line supervisors/managers of production and operating workers .....	19.80	20.38	829	828	41.9	42,901	43,035	2,166
Miscellaneous assemblers and fabricators .....	11.87	14.24	457	570	38.5	23,277	28,480	1,961
Machine tool cutting setters, operators, and tenders, metal and plastic .....	13.72	13.86	549	554	40.0	28,544	28,829	2,080
Cutting, punching, and press machine setters, operators, and tenders, metal and plastic ....	13.35	12.25	534	490	40.0	27,769	25,480	2,080
Molders and molding machine setters, operators, and tenders, metal and plastic .....	10.91	11.50	436	460	40.0	22,685	23,920	2,080
Molding, coremaking, and casting machine setters, operators, and tenders, metal and plastic .....	10.91	11.50	436	460	40.0	22,685	23,920	2,080
Welding, soldering, and brazing workers .....	15.22	14.82	609	593	40.0	31,527	29,640	2,072
Welders, cutters, solderers, and brazers .....	15.48	16.90	619	676	40.0	32,052	35,152	2,070
Inspectors, testers, sorters, samplers, and weighers .....	13.17	13.60	527	544	40.0	27,389	28,288	2,080
Painting workers .....	14.68	14.00	587	560	40.0	30,310	29,120	2,065
Coating, painting, and spraying machine setters, operators, and tenders .....	15.03	14.75	601	590	40.0	30,962	29,500	2,059
Miscellaneous production workers .....	12.38	11.62	489	465	39.5	25,453	24,170	2,056
<b>Transportation and material moving occupations</b> .....	15.61	12.12	647	465	41.5	33,653	24,200	2,156
Driver/sales workers and truck drivers .....	28.03	22.33	1,337	988	47.7	69,541	51,380	2,481

See footnotes at end of table.



Table 16. **Establishments with 100 workers or more: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours for full-time<sup>1</sup> private industry workers, Springfield, MO, September 2006** — Continued

Occupation <sup>2</sup>	Hourly earnings <sup>3</sup>		Weekly earnings <sup>4</sup>			Annual earnings <sup>5</sup>		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
Industrial truck and tractor operators .....	\$10.10	\$9.38	\$403	\$375	39.9	\$20,968	\$19,510	2,075
Laborers and material movers, hand .....	10.65	9.65	425	386	39.9	22,110	20,072	2,075
Laborers and freight, stock, and material movers, hand .....	13.08	13.25	523	530	40.0	27,134	27,560	2,074

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

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

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

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

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

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 17. Union<sup>1</sup> and nonunion workers: Mean hourly earnings<sup>2</sup> for major occupational groups, Springfield, MO, September 2006

Occupational group <sup>3</sup>	Union			Nonunion		
	Civilian workers	Private industry workers	State and local government workers	Civilian workers	Private industry workers	State and local government workers
<b>All workers</b> .....	\$16.39	\$16.22	\$17.14	\$15.08	\$14.37	\$21.92
Management, professional, and related .....	22.50	—	22.50	23.76	22.82	27.15
Management, business, and financial .....	—	—	—	26.89	25.73	38.71
Professional and related .....	22.50	—	22.50	22.12	20.89	25.23
Service .....	12.47	—	—	8.62	7.86	15.33
Sales and office .....	11.41	10.41	—	12.85	12.88	11.91
Sales and related .....	—	—	—	14.68	14.68	—
Office and administrative support .....	12.94	—	—	12.16	12.17	11.91
Natural resources, construction, and maintenance ....	18.57	18.58	—	16.00	15.69	18.81
Construction and extraction .....	18.12	18.23	—	15.52	14.89	19.91
Installation, maintenance, and repair .....	20.29	20.13	—	16.27	16.26	—
Production, transportation, and material moving .....	16.08	15.65	—	12.79	12.74	15.26
Production .....	16.07	15.34	—	13.14	13.08	—
Transportation and material moving .....	16.09	16.30	—	12.52	12.47	14.21
	Relative error <sup>4</sup> (percent)					
<b>All workers</b> .....	5.0	6.0	5.1	3.2	3.7	2.6
Management, professional, and related .....	12.0	—	12.0	6.3	8.3	2.8
Management, business, and financial .....	—	—	—	10.2	11.8	5.8
Professional and related .....	12.0	—	12.0	8.4	12.0	2.4
Service .....	9.2	—	—	2.5	3.1	7.4
Sales and office .....	11.3	11.1	—	3.8	3.9	5.7
Sales and related .....	—	—	—	9.4	9.4	—
Office and administrative support .....	9.2	—	—	2.5	2.6	5.7
Natural resources, construction, and maintenance ....	4.5	5.2	—	4.8	5.4	11.6
Construction and extraction .....	4.8	5.4	—	6.6	7.0	18.7
Installation, maintenance, and repair .....	5.8	7.2	—	5.9	6.2	—
Production, transportation, and material moving .....	7.4	8.1	—	8.0	8.2	9.2
Production .....	4.2	2.3	—	.9	.8	—
Transportation and material moving .....	19.5	20.3	—	14.3	14.8	4.7

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

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

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

information.

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 18. Time and incentive workers<sup>1</sup>: Mean hourly earnings<sup>2</sup> for major occupational groups, Springfield, MO, September 2006

Occupational group <sup>3</sup>	Time		Incentive	
	Civilian workers	Private industry workers	Civilian workers	Private industry workers
<b>All workers</b> .....	\$14.80	\$13.99	\$19.08	\$19.08
Management, professional, and related .....	23.13	21.94	35.72	35.72
Management, business, and financial .....	25.39	23.87	37.27	37.27
Professional and related .....	22.08	20.82	—	—
Service .....	8.66	7.65	10.02	10.02
Sales and office .....	12.32	12.31	16.77	16.77
Sales and related .....	12.92	12.92	20.45	20.45
Office and administrative support .....	12.12	12.10	12.91	12.91
Natural resources, construction, and maintenance .....	16.63	16.37	—	—
Construction and extraction .....	—	16.09	—	—
Installation, maintenance, and repair .....	16.86	16.71	—	—
Production, transportation, and material moving .....	12.22	12.05	19.07	19.07
Production .....	13.75	13.53	—	—
Transportation and material moving .....	10.60	10.45	20.17	20.17
	Relative error <sup>4</sup> (percent)			
<b>All workers</b> .....	3.3	3.8	13.4	13.4
Management, professional, and related .....	7.0	9.4	28.0	28.0
Management, business, and financial .....	9.0	10.5	33.4	33.4
Professional and related .....	8.5	12.3	—	—
Service .....	3.5	5.1	27.4	27.4
Sales and office .....	3.8	3.9	12.9	12.9
Sales and related .....	10.3	10.3	17.4	17.4
Office and administrative support .....	2.7	2.8	9.2	9.2
Natural resources, construction, and maintenance .....	2.9	3.3	—	—
Construction and extraction .....	—	1.9	—	—
Installation, maintenance, and repair .....	5.1	5.6	—	—
Production, transportation, and material moving .....	4.2	4.2	15.4	15.4
Production .....	1.5	1.1	—	—
Transportation and material moving .....	7.0	7.2	15.6	15.6

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

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

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

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

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 19. Industry sector<sup>1</sup>: Mean hourly earnings<sup>2</sup> for private industry workers by major occupational group, Springfield, MO, September 2006

Occupational group <sup>3</sup>	Goods producing		Service providing						
	Construction	Manufacturing	Trade, transportation, and utilities	Information	Financial activities	Professional and business services	Education and health services	Leisure and hospitality	Other services
<b>All workers</b> .....	\$15.48	\$16.63	\$13.91	–	\$15.62	–	\$15.71	\$6.99	\$17.54
Management, professional, and related .....	–	23.21	22.97	–	29.62	–	22.41	–	–
Management, business, and financial .....	–	24.66	38.53	–	31.57	–	21.61	–	–
Professional and related Service .....	–	21.63	14.36	–	–	–	22.51	–	–
Service .....	–	–	8.67	–	–	–	10.27	5.93	–
Sales and office .....	12.27	20.96	12.17	–	11.47	–	12.18	–	–
Sales and related .....	–	27.92	12.74	–	–	–	–	–	–
Office and administrative support .....	12.27	16.64	11.61	–	11.51	–	12.18	–	–
Natural resources, construction, and maintenance .....	15.75	16.68	17.01	–	–	–	–	–	–
Installation, maintenance, and repair ..	–	17.04	16.88	–	–	–	–	–	–
Production, transportation, and material moving .....	–	13.78	13.61	–	–	–	–	–	–
Production .....	–	13.77	12.55	–	–	–	–	–	–
Transportation and material moving ...	–	13.85	13.69	–	–	–	–	–	–
	Relative error <sup>4</sup> (percent)								
<b>All workers</b> .....	7.8	2.7	7.3	–	9.6	–	10.1	12.2	0.0
Management, professional, and related .....	–	7.2	6.9	–	8.9	–	15.9	–	–
Management, business, and financial .....	–	19.7	20.9	–	12.1	–	18.6	–	–
Professional and related Service .....	–	10.1	22.7	–	–	–	16.9	–	–
Service .....	–	–	5.8	–	–	–	6.4	15.1	–
Sales and office .....	3.8	4.5	4.8	–	2.7	–	4.5	–	–
Sales and related .....	–	13.1	7.7	–	–	–	–	–	–
Office and administrative support .....	3.8	11.0	2.0	–	1.8	–	4.5	–	–
Natural resources, construction, and maintenance .....	4.4	6.3	6.6	–	–	–	–	–	–
Installation, maintenance, and repair ..	–	7.2	6.8	–	–	–	–	–	–
Production, transportation, and material moving .....	–	1.2	20.0	–	–	–	–	–	–
Production .....	–	.6	8.6	–	–	–	–	–	–
Transportation and material moving ...	–	8.0	20.7	–	–	–	–	–	–

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

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

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

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

# Appendix A: Technical Note

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

## Planning for the survey

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

### Survey scope

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

The Springfield, MO, Metropolitan Statistical Area includes Christian, Greene, and Webster Counties.

### Sampling frame

The list of establishments from which the survey sample was selected (sampling frame) was developed from State unemployment insurance reports. Due to the volatility of industries within the private sector, sampling frames were developed using the most recent month of reference available at the time the sample was selected. 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 or part-time, union or nonunion, and time or incentive
4. Determination of the level of work of each job

For each occupation, wage data were collected for those workers whose jobs could be characterized by the criteria identified in the last three steps. If a specific work level could not be determined, wages were still collected.

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

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

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

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

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

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

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

### **Occupational leveling**

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

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

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

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

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

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

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

### **Combined work levels**

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

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

### **Collection period**

Survey data were collected over a 13-month period for 60 metropolitan areas in the NCS program. For 20 small metropolitan areas, data were collected over a 4-month period. For each establishment in the survey, the data reflect the establishment's most recent information at the time of collec-

tion. The payroll reference month shown in the tables reflects the average date of this information for all sample units.

## Earnings

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

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

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

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

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

## Definition of terms

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

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

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

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

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

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

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

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

## Processing and analyzing the data

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

### Weighting and nonresponse

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

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

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

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

### **Estimation**

The wage series in the tables are computed by combining the wages for each sampled occupation. Before being combined, individual wage rates are weighted by the number of workers; the sample weight, adjusted for nonresponding establishments and other factors; and the occupation's scheduled hours of work. The sample weight reflects the inverse of each unit's probability of selection at each sample selection stage and four weight adjustment factors. The first factor adjusts for establishment nonresponse and the second factor adjusts for occupational nonresponse. The third factor adjusts for any special situations that may have occurred during data collection. The fourth factor, 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 \$17.46 to \$18.04 (\$17.75 minus and plus \$0.29, where \$0.29 is the product of 1.645 times 1.0 percent times \$17.75). If all possible samples were selected to estimate the population value, the interval from each sample would include the true population value approximately 90 percent of the time.

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



Appendix table 1. **Number of workers<sup>1</sup> represented by the survey, Springfield, MO, September 2006**

Occupational group <sup>2</sup>	Civilian workers	Private industry workers	State and local government workers
<b>All workers</b> .....	170,800	151,600	19,200
Management, professional, and related .....	39,600	28,700	10,800
Management, business, and financial .....	11,700	10,600	1,100
Professional and related .....	27,900	18,100	9,800
Service .....	31,600	28,100	3,600
Sales and office .....	55,300	53,300	2,000
Sales and related .....	17,300	17,300	–
Office and administrative support .....	38,000	35,900	2,000
Natural resources, construction, and maintenance ....	15,800	14,200	1,700
Construction and extraction .....	8,900	7,900	1,000
Installation, maintenance, and repair .....	6,700	6,200	–
Production, transportation, and material moving .....	28,500	27,400	1,100
Production .....	12,200	11,900	–
Transportation and material moving .....	16,300	15,500	800

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

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

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Appendix table 2. **Survey establishment response, Springfield, MO, September 2006**

Establishments	Total	Private industry	State and local government
Total in sampling frame <sup>1</sup> .....	7,985	7,954	31
Total in sample .....	276	247	29
Responding .....	196	167	29
Refused or unable to provide data .....	48	48	0
Out of business or not in survey scope .....	32	32	0

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

government entity.

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.