

Birmingham–Hoover, AL National Compensation Survey March 2008



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Preface

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

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

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

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

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

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

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Introduction

The tables in this bulletin summarize the NCS results for the Birmingham–Hoover, AL, Metropolitan Statistical Area (MSA). Data were collected between December 2007 and April 2008; the average reference month is March 2008. Tabulations provide information on earnings of workers in a variety of occupations and at different work levels. Also contained in this bulletin are information on the program, a technical note describing survey procedures, and an appendix with detailed information on occupational classifications.

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

NCS products

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

Changes to the publications

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

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

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

About the tables

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

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

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

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

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

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

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

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

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

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

Table 1. Summary: Mean hourly earnings¹ and weekly hours for selected worker and establishment characteristics, Birmingham-Hoover, AL, March 2008

Worker and establishment characteristics	Civilian workers			Private industry workers			State and local government workers		
	Hourly earnings		Mean weekly hours ³	Hourly earnings		Mean weekly hours ³	Hourly earnings		Mean weekly hours ³
	Mean	Relative error ² (percent)		Mean	Relative error ² (percent)		Mean	Relative error ² (percent)	
All workers	\$17.89	5.5	36.7	\$17.04	6.0	36.5	\$22.92	7.5	37.8
Worker characteristics^{4,5}									
Management, professional, and related	30.35	5.3	38.1	30.06	6.6	38.0	31.23	7.1	38.4
Management, business, and financial	38.31	13.4	40.4	36.17	14.2	40.5	—	—	—
Professional and related	27.53	4.4	37.3	27.22	6.2	36.9	28.23	2.0	38.3
Service	10.74	7.0	33.0	9.19	6.2	32.1	18.11	4.9	37.6
Sales and office	14.49	6.9	36.4	14.31	7.7	36.1	15.82	4.2	38.9
Sales and related	15.22	16.0	35.2	15.22	16.0	35.2	—	—	—
Office and administrative support	14.17	5.3	36.9	13.83	6.3	36.6	15.82	4.2	38.9
Natural resources, construction, and maintenance	16.47	7.5	40.0	16.25	8.0	40.0	19.55	9.6	40.0
Construction and extraction	15.71	10.6	40.0	15.45	11.5	40.0	—	—	—
Installation, maintenance, and repair	17.79	10.4	39.9	17.62	11.0	39.9	—	—	—
Production, transportation, and material moving	13.91	4.2	37.4	13.85	4.2	38.1	14.88	14.4	29.3
Production	15.15	4.9	40.1	15.18	4.9	40.1	—	—	—
Transportation and material moving	12.79	7.7	35.2	12.67	8.1	36.4	—	—	—
Full time	18.85	5.6	40.0	17.97	6.2	40.0	23.58	8.8	40.0
Part time	11.35	14.1	23.5	11.25	15.4	23.7	12.81	7.5	20.5
Union	21.81	7.4	38.0	21.04	8.1	38.2	—	—	—
Nonunion	17.69	5.6	36.6	16.81	6.1	36.4	22.69	7.3	37.8
Time	18.08	5.6	36.4	17.17	6.2	36.2	22.92	7.5	37.8
Incentive	15.89	10.9	39.5	15.89	10.9	39.5	—	—	—
Establishment characteristics									
Goods producing	(⁶)	(⁶)	(⁶)	—	—	—	(⁶)	(⁶)	(⁶)
Service providing	(⁶)	(⁶)	(⁶)	—	—	—	(⁶)	(⁶)	(⁶)
1-99 workers	14.24	8.2	35.5	14.24	8.2	35.5	—	—	—
100-499 workers	15.91	6.6	36.1	15.07	5.5	35.9	27.02	21.4	39.2
500 workers or more	23.16	6.4	38.4	23.64	8.6	38.9	22.28	8.4	37.6

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

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

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

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

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

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

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 2. **Civilian workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Birmingham-Hoover, AL, March 2008**

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
All workers	\$17.89	5.5	\$18.85	5.6	\$11.35	14.1
Management occupations	44.89	17.3	44.89	17.3	–	–
Not able to be leveled	43.96	6.6	43.96	6.6	–	–
Business and financial operations occupations	25.08	6.8	25.08	6.8	–	–
Computer and mathematical science occupations	35.80	4.6	35.80	4.6	–	–
Architecture and engineering occupations	33.68	3.4	33.68	3.4	–	–
Engineers	36.38	3.9	36.38	3.9	–	–
Community and social services occupations	25.19	17.0	–	–	–	–
Education, training, and library occupations	29.19	3.5	30.68	6.0	10.61	13.3
Level 6	16.31	9.9	–	–	–	–
Level 7	31.36	5.7	31.51	5.6	–	–
Postsecondary teachers	33.89	5.8	33.89	5.8	–	–
Primary, secondary, and special education school teachers	30.45	6.1	30.72	5.9	–	–
Level 6	17.86	2.5	–	–	–	–
Level 7	31.36	5.7	31.51	5.6	–	–
Preschool and kindergarten teachers	23.45	21.2	–	–	–	–
Elementary and middle school teachers	31.43	6.6	31.43	6.6	–	–
Level 7	31.75	6.8	31.75	6.8	–	–
Elementary school teachers, except special education	31.25	6.3	31.25	6.3	–	–
Secondary school teachers	31.45	4.6	31.45	4.6	–	–
Secondary school teachers, except special and vocational education	30.25	6.1	30.25	6.1	–	–
Arts, design, entertainment, sports, and media occupations	17.40	11.8	17.77	11.6	–	–
Healthcare practitioner and technical occupations	23.33	4.2	23.62	5.1	–	–
Level 4	–	–	16.11	2.2	–	–
Level 5	17.23	4.5	17.23	4.5	–	–
Level 7	–	–	23.15	14.7	–	–
Level 9	25.48	1.6	25.43	1.7	–	–
Registered nurses	28.28	4.2	27.87	4.9	–	–
Level 9	25.79	1.3	25.74	1.3	–	–
Health diagnosing and treating practitioner support technicians	15.48	.4	–	–	–	–
Licensed practical and licensed vocational nurses	17.74	1.8	17.51	2.9	–	–
Healthcare support occupations	11.07	5.3	11.51	5.5	–	–
Level 3	10.35	2.0	10.07	2.8	–	–
Nursing, psychiatric, and home health aides	10.38	1.8	10.47	2.8	–	–
Level 3	10.32	1.7	–	–	–	–
Nursing aides, orderlies, and attendants	10.32	1.9	10.36	3.6	–	–
Level 3	10.32	1.7	–	–	–	–
Protective service occupations	15.24	17.1	15.70	15.8	–	–
Level 3	10.53	19.2	–	–	–	–
Security guards and gaming surveillance officers	–	–	–	–	–	–
Level 3	10.53	19.2	–	–	–	–
Security guards	–	–	–	–	–	–
Level 3	10.53	19.2	–	–	–	–
Food preparation and serving related occupations	6.63	6.0	–	–	5.87	5.5
Level 2	7.19	9.3	–	–	–	–
Food service, tipped	5.27	10.3	–	–	–	–
Building and grounds cleaning and maintenance occupations	7.94	5.9	7.94	5.9	–	–
Level 1	7.69	4.2	7.69	4.2	–	–
Building cleaning workers	7.94	6.0	7.94	6.0	–	–

See footnotes at end of table.

Table 2. **Civilian workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Birmingham-Hoover, AL, March 2008 — Continued**

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Building and grounds cleaning and maintenance occupations –Continued						
Building cleaning workers –Continued						
Level 1	\$7.69	4.2	\$7.69	4.2	–	–
Sales and related occupations	15.22	16.0	16.77	11.9	\$8.22	0.0
Not able to be leveled	15.52	19.8	17.12	12.6	–	–
Retail sales workers	11.25	6.4	12.68	3.8	8.22	.0
Cashiers, all workers	10.51	19.6	–	–	–	–
Cashiers	10.51	19.6	–	–	–	–
Retail salespersons	10.84	.0	–	–	–	–
Office and administrative support occupations	14.17	5.3	14.39	5.4	11.96	11.2
Level 1	11.86	9.3	–	–	–	–
Level 2	10.24	6.1	10.25	5.9	–	–
Level 3	11.54	8.8	11.67	9.2	–	–
Level 4	14.38	4.6	14.40	4.7	–	–
Level 5	17.16	5.3	17.16	5.3	–	–
Level 6	19.76	7.8	19.76	7.8	–	–
Not able to be leveled	12.37	9.4	12.40	9.6	–	–
First-line supervisors/managers of office and administrative support workers	18.57	11.5	18.57	11.5	–	–
Financial clerks	14.34	9.1	14.83	8.1	–	–
Bookkeeping, accounting, and auditing clerks	20.16	9.7	20.16	9.7	–	–
Tellers	10.02	2.1	10.09	1.4	–	–
Customer service representatives	13.81	6.4	13.81	6.4	–	–
Receptionists and information clerks	10.11	7.7	10.30	7.7	–	–
Secretaries and administrative assistants	18.01	4.9	18.08	5.0	–	–
Level 4	16.45	2.9	16.88	1.8	–	–
Level 6	18.45	7.1	18.45	7.1	–	–
Executive secretaries and administrative assistants	19.57	9.3	19.57	9.3	–	–
Level 6	18.45	7.1	18.45	7.1	–	–
Secretaries, except legal, medical, and executive	14.49	9.8	14.66	10.6	–	–
Office clerks, general	15.45	5.1	16.32	8.4	–	–
Level 3	13.40	5.2	–	–	–	–
Construction and extraction occupations	15.71	10.6	15.71	10.6	–	–
Level 5	16.80	7.5	16.80	7.5	–	–
Level 6	21.40	7.1	21.40	7.1	–	–
Installation, maintenance, and repair occupations	17.79	10.4	17.81	10.8	–	–
Level 4	15.43	6.9	15.43	6.9	–	–
Level 5	15.95	17.1	15.95	17.1	–	–
Industrial machinery installation, repair, and maintenance workers	16.27	8.3	16.27	8.3	–	–
Production occupations	15.15	4.9	15.15	4.9	–	–

See footnotes at end of table.

Table 2. **Civilian workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Birmingham-Hoover, AL, March 2008 — Continued**

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Production occupations —Continued						
Level 2	\$11.57	11.6	\$11.57	11.6	—	—
Level 3	11.83	2.3	11.83	2.3	—	—
Level 5	18.14	3.0	18.14	3.0	—	—
First-line supervisors/managers of production and operating workers	23.80	22.8	23.80	22.8	—	—
Transportation and material moving occupations	12.79	7.7	13.10	8.1	\$11.30	5.2
Level 1	9.50	11.8	—	—	—	—
Level 2	11.69	7.7	—	—	—	—
Level 3	13.89	4.0	13.89	4.0	—	—
Level 4	15.12	6.1	—	—	—	—
Driver/sales workers and truck drivers	12.16	16.0	12.47	15.7	—	—
Laborers and material movers, hand	12.13	10.2	12.54	14.1	—	—
Level 1	10.50	12.9	—	—	—	—
Laborers and freight, stock, and material movers, hand	12.11	10.8	12.41	14.9	—	—

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

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

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

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

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Table 3. Private industry workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Birmingham-Hoover, AL, March 2008

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
All workers	\$17.04	6.0	\$17.97	6.2	\$11.25	15.4
Management occupations	42.51	19.7	42.51	19.7	—	—
Not able to be leveled	43.31	7.1	43.31	7.1	—	—
Business and financial operations occupations	25.08	6.8	25.08	6.8	—	—
Computer and mathematical science occupations	35.80	4.6	35.80	4.6	—	—
Architecture and engineering occupations	34.68	3.9	34.68	3.9	—	—
Engineers	37.08	4.3	37.08	4.3	—	—
Education, training, and library occupations	19.48	23.6	20.80	31.2	—	—
Level 6	17.86	2.5	—	—	—	—
Primary, secondary, and special education school teachers	17.22	1.4	17.76	.0	—	—
Level 6	17.86	2.5	—	—	—	—
Arts, design, entertainment, sports, and media occupations	16.78	14.2	17.17	14.0	—	—
Healthcare practitioner and technical occupations	23.03	4.4	23.26	5.7	—	—
Level 4	—	—	16.20	2.8	—	—
Level 9	25.18	.6	25.12	.7	—	—
Registered nurses	28.10	4.5	27.63	5.3	—	—
Level 9	25.47	.3	—	—	—	—
Health diagnosing and treating practitioner support technicians	15.48	.4	—	—	—	—
Healthcare support occupations	11.00	5.5	11.42	6.1	—	—
Level 3	10.35	2.0	10.07	2.8	—	—
Nursing, psychiatric, and home health aides	10.25	1.4	10.20	1.8	—	—
Level 3	10.32	1.7	—	—	—	—
Nursing aides, orderlies, and attendants	10.18	1.5	9.99	1.5	—	—
Level 3	10.32	1.7	—	—	—	—
Food preparation and serving related occupations	6.27	6.4	—	—	5.83	5.0
Level 2	6.43	2.1	—	—	—	—
Food service, tipped	5.27	10.3	—	—	—	—
Building and grounds cleaning and maintenance occupations	7.69	4.2	7.69	4.2	—	—
Level 1	7.69	4.2	7.69	4.2	—	—
Building cleaning workers	7.69	4.2	7.69	4.2	—	—
Level 1	7.69	4.2	7.69	4.2	—	—
Sales and related occupations	15.22	16.0	16.77	11.9	8.22	.0
Not able to be leveled	15.52	19.8	17.12	12.6	—	—
Retail sales workers	11.25	6.4	12.68	3.8	8.22	.0
Cashiers, all workers	10.51	19.6	—	—	—	—
Cashiers	10.51	19.6	—	—	—	—
Retail salespersons	10.84	.0	—	—	—	—
Office and administrative support occupations	13.83	6.3	14.07	6.6	11.88	11.7
Level 1	11.86	9.3	—	—	—	—
Level 2	9.69	5.1	9.76	5.3	—	—
Level 3	11.53	9.0	11.65	9.5	—	—
Level 4	14.11	5.4	14.13	5.4	—	—
Level 5	16.71	6.2	16.71	6.2	—	—
Level 6	21.58	7.0	21.58	7.0	—	—
Not able to be leveled	12.51	11.1	12.55	11.5	—	—
First-line supervisors/managers of office and administrative support workers	18.84	12.5	18.84	12.5	—	—
Financial clerks	14.34	9.1	14.83	8.1	—	—
Bookkeeping, accounting, and auditing clerks	20.16	9.7	20.16	9.7	—	—
Tellers	10.02	2.1	10.09	1.4	—	—
Customer service representatives	13.81	6.4	13.81	6.4	—	—

See footnotes at end of table.

Table 3. Private industry workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Birmingham-Hoover, AL, March 2008 — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Office and administrative support occupations —Continued						
Receptionists and information clerks	\$9.71	8.4	\$9.90	8.6	—	—
Secretaries and administrative assistants	18.94	5.7	19.07	5.6	—	—
Level 4	16.07	4.0	—	—	—	—
Executive secretaries and administrative assistants	21.42	11.1	21.42	11.1	—	—
Secretaries, except legal, medical, and executive	15.72	6.5	—	—	—	—
Construction and extraction occupations	15.45	11.5	15.45	11.5	—	—
Level 5	15.47	13.6	15.47	13.6	—	—
Level 6	22.89	2.8	22.89	2.8	—	—
Installation, maintenance, and repair occupations	17.62	11.0	17.64	11.4	—	—
Level 4	15.43	6.9	15.43	6.9	—	—
Industrial machinery installation, repair, and maintenance workers	15.09	6.9	15.09	6.9	—	—
Production occupations	15.18	4.9	15.18	4.9	—	—
Level 3	11.83	2.3	11.83	2.3	—	—
Level 5	18.07	3.5	18.07	3.5	—	—
First-line supervisors/managers of production and operating workers	23.80	22.8	23.80	22.8	—	—
Transportation and material moving occupations	12.67	8.1	13.03	8.4	\$10.55	6.8
Level 1	9.50	11.8	—	—	—	—
Level 3	13.89	4.0	13.89	4.0	—	—
Driver/sales workers and truck drivers	11.94	16.9	12.24	16.7	—	—
Laborers and material movers, hand	12.13	10.2	12.54	14.1	—	—
Level 1	10.50	12.9	—	—	—	—
Laborers and freight, stock, and material movers, hand	12.11	10.8	12.41	14.9	—	—

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

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

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

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

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Table 4. State and local government workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Birmingham-Hoover, AL, March 2008

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
All workers	\$22.92	7.5	\$23.58	8.8	\$12.81	7.5
Education, training, and library occupations	29.80	2.3	31.18	5.8	—	—
Level 7	31.69	5.6	31.69	5.6	—	—
Primary, secondary, and special education school teachers	31.74	5.1	31.74	5.1	—	—
Level 7	31.69	5.6	31.69	5.6	—	—
Elementary and middle school teachers	31.75	6.8	31.75	6.8	—	—
Level 7	31.75	6.8	31.75	6.8	—	—
Secondary school teachers	32.55	1.9	32.55	1.9	—	—
Healthcare practitioner and technical occupations	26.30	10.5	26.30	10.5	—	—
Protective service occupations	19.19	3.5	19.26	3.3	—	—
Office and administrative support occupations	15.82	4.2	15.83	4.2	—	—
Level 4	15.48	5.6	15.48	5.6	—	—
Secretaries and administrative assistants	16.91	6.5	16.91	6.5	—	—

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

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

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

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

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Table 5. Combined work levels¹ for civilian workers: Mean hourly earnings² for full-time and part-time workers³, Birmingham-Hoover, AL, March 2008

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
All workers	\$17.89	5.5	\$18.85	5.6	\$11.35	14.1
Management occupations	44.89	17.3	44.89	17.3	—	—
Group III	41.91	12.0	—	—	—	—
Business and financial operations occupations	25.08	6.8	25.08	6.8	—	—
Group II	22.50	8.1	—	—	—	—
Group III	30.70	8.4	—	—	—	—
Computer and mathematical science occupations	35.80	4.6	35.80	4.6	—	—
Architecture and engineering occupations	33.68	3.4	33.68	3.4	—	—
Group II	31.54	5.2	—	—	—	—
Engineers	36.38	3.9	36.38	3.9	—	—
Community and social services occupations	25.19	17.0	—	—	—	—
Education, training, and library occupations	29.19	3.5	30.68	6.0	10.61	13.3
Group II	29.79	5.2	—	—	—	—
Group III	33.50	4.3	—	—	—	—
Postsecondary teachers	33.89	5.8	33.89	5.8	—	—
Primary, secondary, and special education school teachers	30.45	6.1	30.72	5.9	—	—
Group II	30.35	6.7	—	—	—	—
Preschool and kindergarten teachers	23.45	21.2	—	—	—	—
Group II	23.45	21.2	—	—	—	—
Elementary and middle school teachers	31.43	6.6	31.43	6.6	—	—
Group II	31.43	6.6	—	—	—	—
Elementary school teachers, except special education	31.25	6.3	31.25	6.3	—	—
Group II	31.25	6.3	31.25	6.3	—	—
Secondary school teachers	31.45	4.6	31.45	4.6	—	—
Group II	31.27	6.3	—	—	—	—
Secondary school teachers, except special and vocational education	30.25	6.1	30.25	6.1	—	—
Group II	30.25	6.1	30.25	6.1	—	—
Arts, design, entertainment, sports, and media occupations	17.40	11.8	17.77	11.6	—	—
Healthcare practitioner and technical occupations	23.33	4.2	23.62	5.1	—	—
Group II	22.29	10.0	—	—	—	—
Group III	28.12	5.6	—	—	—	—
Registered nurses	28.28	4.2	27.87	4.9	—	—
Group III	27.83	5.1	27.81	5.2	—	—
Health diagnosing and treating practitioner support technicians	15.48	.4	—	—	—	—
Licensed practical and licensed vocational nurses	17.74	1.8	17.51	2.9	—	—
Group II	17.76	3.1	17.76	3.1	—	—
Healthcare support occupations	11.07	5.3	11.51	5.5	—	—
Group I	11.07	5.3	—	—	—	—
Nursing, psychiatric, and home health aides	10.38	1.8	10.47	2.8	—	—
Group I	10.38	1.8	—	—	—	—
Nursing aides, orderlies, and attendants	10.32	1.9	10.36	3.6	—	—
Group I	10.32	1.9	10.36	3.6	—	—
Protective service occupations	15.24	17.1	15.70	15.8	—	—
Group I	10.70	11.8	—	—	—	—
Group II	19.37	3.4	—	—	—	—
Food preparation and serving related occupations	6.63	6.0	—	—	5.87	5.5
Group I	6.58	5.4	—	—	—	—
Food service, tipped	5.27	10.3	—	—	—	—
Group I	5.27	10.3	—	—	—	—

See footnotes at end of table.

Table 5. Combined work levels¹ for civilian workers: Mean hourly earnings² for full-time and part-time workers³, Birmingham-Hoover, AL, March 2008 — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Building and grounds cleaning and maintenance occupations	\$7.94	5.9	\$7.94	5.9	—	—
Group I	7.94	6.0	—	—	—	—
Building cleaning workers	7.94	6.0	7.94	6.0	—	—
Group I	7.94	6.0	—	—	—	—
Sales and related occupations	15.22	16.0	16.77	11.9	\$8.22	0.0
Group I	11.59	.0	—	—	—	—
Retail sales workers	11.25	6.4	12.68	3.8	8.22	.0
Group I	11.59	.0	—	—	—	—
Cashiers, all workers	10.51	19.6	—	—	—	—
Cashiers	10.51	19.6	—	—	—	—
Retail salespersons	10.84	.0	—	—	—	—
Group I	10.98	.0	—	—	—	—
Office and administrative support occupations	14.17	5.3	14.39	5.4	11.96	11.2
Group I	12.30	3.2	—	—	—	—
Group II	18.99	5.5	—	—	—	—
First-line supervisors/managers of office and administrative support workers	18.57	11.5	18.57	11.5	—	—
Group II	18.02	12.4	18.02	12.4	—	—
Financial clerks	14.34	9.1	14.83	8.1	—	—
Group I	11.49	6.3	—	—	—	—
Group II	20.93	6.9	—	—	—	—
Bookkeeping, accounting, and auditing clerks	20.16	9.7	20.16	9.7	—	—
Tellers	10.02	2.1	10.09	1.4	—	—
Customer service representatives	13.81	6.4	13.81	6.4	—	—
Group I	13.57	7.0	13.57	7.0	—	—
Receptionists and information clerks	10.11	7.7	10.30	7.7	—	—
Group I	10.08	8.2	10.28	8.2	—	—
Secretaries and administrative assistants	18.01	4.9	18.08	5.0	—	—
Group I	16.11	3.8	—	—	—	—
Group II	18.84	5.3	—	—	—	—
Executive secretaries and administrative assistants	19.57	9.3	19.57	9.3	—	—
Group II	19.70	9.5	19.70	9.5	—	—
Secretaries, except legal, medical, and executive	14.49	9.8	14.66	10.6	—	—
Group I	16.23	4.9	—	—	—	—
Office clerks, general	15.45	5.1	16.32	8.4	—	—
Group I	15.45	5.1	16.32	8.4	—	—
Construction and extraction occupations	15.71	10.6	15.71	10.6	—	—
Group I	12.57	11.5	—	—	—	—
Group II	19.31	4.2	—	—	—	—
Installation, maintenance, and repair occupations	17.79	10.4	17.81	10.8	—	—
Group I	15.25	2.8	—	—	—	—
Group II	20.37	12.9	—	—	—	—
Industrial machinery installation, repair, and maintenance workers	16.27	8.3	16.27	8.3	—	—
Group II	20.20	1.7	—	—	—	—
Production occupations	15.15	4.9	15.15	4.9	—	—
Group I	12.45	10.1	—	—	—	—
Group II	18.96	5.0	—	—	—	—
First-line supervisors/managers of production and operating workers	23.80	22.8	23.80	22.8	—	—
Transportation and material moving occupations	12.79	7.7	13.10	8.1	11.30	5.2

See footnotes at end of table.

Table 5. Combined work levels¹ for civilian workers: Mean hourly earnings² for full-time and part-time workers³, Birmingham-Hoover, AL, March 2008 — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Transportation and material moving occupations						
–Continued						
Group I	\$11.65	7.0	–	–	–	–
Driver/sales workers and truck drivers	12.16	16.0	\$12.47	15.7	–	–
Group I	10.55	15.7	–	–	–	–
Laborers and material movers, hand	12.13	10.2	12.54	14.1	–	–
Group I	11.26	10.7	–	–	–	–
Laborers and freight, stock, and material movers, hand	12.11	10.8	12.41	14.9	–	–
Group I	11.34	11.3	–	–	–	–

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

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

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

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

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Table 6. Civilian workers: Hourly wage percentiles¹, Birmingham-Hoover, AL, March 2008

Occupation ²	10	25	Median 50	75	90
All workers	\$8.29	\$10.50	\$14.56	\$21.78	\$31.02
Management occupations	21.37	32.78	33.94	48.38	77.73
Business and financial operations occupations	19.55	21.69	23.75	28.51	35.63
Computer and mathematical science occupations	26.71	32.14	35.64	35.64	39.06
Architecture and engineering occupations	25.74	29.77	30.66	39.96	44.75
Engineers	27.42	30.66	35.93	42.79	44.75
Community and social services occupations	15.00	17.57	25.35	31.35	32.06
Education, training, and library occupations	12.67	26.58	31.70	34.14	36.46
Postsecondary teachers	27.50	30.81	32.45	35.30	41.65
Primary, secondary, and special education school teachers	23.39	27.59	32.33	34.74	35.86
Preschool and kindergarten teachers	10.78	15.00	24.31	31.46	34.78
Elementary and middle school teachers	24.16	27.72	32.33	33.93	36.62
Elementary school teachers, except special education	24.16	27.72	32.33	33.93	36.46
Secondary school teachers	23.83	28.83	33.48	34.74	35.86
Secondary school teachers, except special and vocational education	19.99	26.38	32.81	34.74	34.74
Arts, design, entertainment, sports, and media occupations	12.57	12.57	16.39	18.59	25.56
Healthcare practitioner and technical occupations	14.83	18.00	21.72	29.42	34.19
Registered nurses	20.19	25.07	29.14	31.02	36.50
Health diagnosing and treating practitioner support technicians	11.67	13.49	14.99	19.83	19.83
Licensed practical and licensed vocational nurses	15.09	17.61	18.00	18.00	18.88
Healthcare support occupations	9.19	10.00	10.50	13.00	13.00
Nursing, psychiatric, and home health aides	9.00	10.00	10.50	10.50	11.56
Nursing aides, orderlies, and attendants	8.61	10.00	10.50	10.50	11.56
Protective service occupations	8.50	10.51	14.99	20.63	23.28
Food preparation and serving related occupations	5.00	5.85	6.43	7.00	9.00
Food service, tipped	2.13	5.85	5.85	6.00	6.25
Building and grounds cleaning and maintenance occupations	6.30	7.00	8.00	8.52	9.00
Building cleaning workers	6.30	7.00	8.00	8.52	9.00
Sales and related occupations	8.29	11.00	13.93	21.47	23.57
Retail sales workers	6.54	8.90	12.32	13.75	14.02
Cashiers, all workers	6.18	6.54	11.46	14.02	14.02
Cashiers	6.18	6.54	11.46	14.02	14.02
Retail salespersons	8.40	9.00	11.30	12.50	12.50
Office and administrative support occupations	9.00	10.40	13.48	16.06	20.98
First-line supervisors/managers of office and administrative support workers	14.42	15.43	15.43	22.02	25.65
Financial clerks	9.50	9.80	12.15	16.56	23.44
Bookkeeping, accounting, and auditing clerks	15.78	16.00	20.98	23.44	24.00
Tellers	9.47	9.50	9.80	10.34	11.06
Customer service representatives	10.67	12.05	13.50	14.16	18.66
Receptionists and information clerks	8.29	8.29	10.00	11.50	11.59
Secretaries and administrative assistants	13.02	14.86	17.51	20.21	27.00
Executive secretaries and administrative assistants	14.43	16.46	18.00	22.11	27.00
Secretaries, except legal, medical, and executive	10.34	10.87	13.82	18.88	19.27
Office clerks, general	10.00	11.76	15.46	20.00	20.00
Construction and extraction occupations	7.80	12.00	16.25	19.50	21.92
Installation, maintenance, and repair occupations	12.08	13.16	17.00	20.93	27.02
Industrial machinery installation, repair, and maintenance workers	12.61	12.61	16.39	20.29	20.29

See footnotes at end of table.

Table 6. **Civilian workers: Hourly wage percentiles¹, Birmingham-Hoover, AL, March 2008** — Continued

Occupation ²	10	25	Median 50	75	90
Production occupations	\$9.34	\$11.17	\$15.08	\$16.69	\$20.52
First-line supervisors/managers of production and operating workers	15.72	15.72	15.72	34.08	39.05
Transportation and material moving occupations	8.00	9.67	12.00	14.31	19.66
Driver/sales workers and truck drivers	8.00	8.00	10.97	16.95	19.66
Laborers and material movers, hand	6.47	9.67	12.39	13.74	18.21
Laborers and freight, stock, and material movers, hand	6.47	9.67	12.39	13.74	18.21

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

nonproduction bonuses; and tips.

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Table 7. Private industry workers: Hourly wage percentiles¹, Birmingham-Hoover, AL, March 2008

Occupation ²	10	25	Median 50	75	90
All workers	\$8.00	\$10.04	\$13.91	\$20.58	\$29.42
Management occupations	21.37	30.76	33.75	45.74	59.37
Business and financial operations occupations	19.55	21.69	23.75	28.51	35.63
Computer and mathematical science occupations	26.71	32.14	35.64	35.64	39.06
Architecture and engineering occupations	27.42	30.38	33.04	40.65	44.75
Engineers	27.42	32.41	38.13	43.35	44.75
Education, training, and library occupations	10.78	13.15	16.80	23.39	24.24
Primary, secondary, and special education school teachers	10.78	13.15	17.00	23.39	23.39
Arts, design, entertainment, sports, and media occupations	12.57	12.57	14.94	18.59	25.56
Healthcare practitioner and technical occupations	14.22	18.00	21.93	29.42	31.02
Registered nurses	20.19	24.89	28.80	31.02	36.50
Health diagnosing and treating practitioner support technicians	11.67	13.49	14.99	19.83	19.83
Healthcare support occupations	9.18	10.00	10.50	13.00	13.00
Nursing, psychiatric, and home health aides	8.93	10.00	10.45	10.50	11.56
Nursing aides, orderlies, and attendants	8.61	10.00	10.50	10.50	11.50
Food preparation and serving related occupations	2.13	5.85	6.43	6.62	7.50
Food service, tipped	2.13	5.85	5.85	6.00	6.25
Building and grounds cleaning and maintenance occupations	6.30	7.00	8.00	8.52	9.00
Building cleaning workers	6.30	7.00	8.00	8.52	9.00
Sales and related occupations	8.29	11.00	13.93	21.47	23.57
Retail sales workers	6.54	8.90	12.32	13.75	14.02
Cashiers, all workers	6.18	6.54	11.46	14.02	14.02
Cashiers	6.18	6.54	11.46	14.02	14.02
Retail salespersons	8.40	9.00	11.30	12.50	12.50
Office and administrative support occupations	9.00	10.00	12.50	15.43	21.23
First-line supervisors/managers of office and administrative support workers	14.42	15.43	15.43	22.02	25.65
Financial clerks	9.50	9.80	12.15	16.56	23.44
Bookkeeping, accounting, and auditing clerks	15.78	16.00	20.98	23.44	24.00
Tellers	9.47	9.50	9.80	10.34	11.06
Customer service representatives	10.67	12.05	13.50	14.16	18.66
Receptionists and information clerks	8.29	8.29	9.00	11.50	11.50
Secretaries and administrative assistants	13.47	14.86	18.00	22.97	27.00
Executive secretaries and administrative assistants	14.27	18.00	20.29	27.00	27.00
Secretaries, except legal, medical, and executive	11.67	12.51	17.46	19.27	19.69
Construction and extraction occupations	7.80	11.45	16.25	19.50	21.52
Installation, maintenance, and repair occupations	10.00	13.16	17.00	21.03	27.15
Industrial machinery installation, repair, and maintenance workers	12.61	12.61	14.15	16.50	20.88
Production occupations	9.34	11.17	15.08	16.69	20.69
First-line supervisors/managers of production and operating workers	15.72	15.72	15.72	34.08	39.05
Transportation and material moving occupations	8.00	9.50	12.00	14.00	19.66

See footnotes at end of table.

Table 7. Private industry workers: Hourly wage percentiles¹, Birmingham-Hoover, AL, March 2008 —
Continued

Occupation ²	10	25	Median 50	75	90
Transportation and material moving occupations —Continued					
Driver/sales workers and truck drivers	\$8.00	\$8.00	\$10.58	\$14.74	\$19.66
Laborers and material movers, hand	6.47	9.67	12.39	13.74	18.21
Laborers and freight, stock, and material movers, hand	6.47	9.67	12.39	13.74	18.21

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

nonproduction bonuses; and tips.

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Table 8. **State and local government workers: Hourly wage percentiles¹, Birmingham-Hoover, AL, March 2008**

Occupation ²	10	25	Median 50	75	90
All workers	\$11.90	\$15.33	\$19.91	\$29.77	\$34.74
Education, training, and library occupations	12.71	27.50	32.14	34.56	36.49
Primary, secondary, and special education school teachers	24.47	28.11	32.65	34.74	35.86
Elementary and middle school teachers	24.31	28.11	32.33	34.10	37.08
Secondary school teachers	25.79	30.78	34.74	34.74	35.86
Healthcare practitioner and technical occupations	16.39	17.46	19.82	34.19	50.07
Protective service occupations	14.62	15.74	19.16	22.26	24.46
Office and administrative support occupations	11.54	12.72	15.87	18.33	20.35
Secretaries and administrative assistants	11.70	14.98	16.96	18.97	22.11

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

nonproduction bonuses; and tips.

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Table 9. Full-time¹ civilian workers: Hourly wage percentiles², Birmingham-Hoover, AL, March 2008

Occupation ³	Full-time workers				
	10	25	Median 50	75	90
All workers	\$9.00	\$11.56	\$15.43	\$22.50	\$32.64
Management occupations	21.37	32.78	33.94	48.38	77.73
Business and financial operations occupations	19.55	21.69	23.75	28.51	35.63
Computer and mathematical science occupations	26.71	32.14	35.64	35.64	39.06
Architecture and engineering occupations	25.74	29.77	30.66	39.96	44.75
Engineers	27.42	30.66	35.93	42.79	44.75
Education, training, and library occupations	23.39	27.50	32.33	34.56	36.49
Postsecondary teachers	27.50	30.81	32.45	35.30	41.65
Primary, secondary, and special education school teachers	24.16	27.61	32.33	34.74	35.86
Elementary and middle school teachers	24.16	27.72	32.33	33.93	36.62
Elementary school teachers, except special education	24.16	27.72	32.33	33.93	36.46
Secondary school teachers	23.83	28.83	33.48	34.74	35.86
Secondary school teachers, except special and vocational education	19.99	26.38	32.81	34.74	34.74
Arts, design, entertainment, sports, and media occupations	12.57	12.57	16.39	18.59	25.56
Healthcare practitioner and technical occupations	13.81	17.61	23.13	29.42	36.50
Registered nurses	20.19	24.30	27.42	30.72	36.50
Licensed practical and licensed vocational nurses	13.81	15.60	17.61	18.52	19.82
Healthcare support occupations	8.93	10.00	11.91	13.00	13.00
Nursing, psychiatric, and home health aides	8.56	9.38	10.00	11.00	12.78
Nursing aides, orderlies, and attendants	8.53	9.18	10.00	10.97	12.78
Protective service occupations	9.00	10.51	15.36	21.13	23.38
Building and grounds cleaning and maintenance occupations	6.30	7.00	8.00	8.52	9.00
Building cleaning workers	6.30	7.00	8.00	8.52	9.00
Sales and related occupations	11.00	12.50	14.02	21.84	24.62
Retail sales workers	9.00	11.88	12.50	14.02	14.02
Office and administrative support occupations	9.00	11.28	13.74	16.16	21.23
First-line supervisors/managers of office and administrative support workers	14.42	15.43	15.43	22.02	25.65
Financial clerks	9.57	10.30	13.14	18.29	23.44
Bookkeeping, accounting, and auditing clerks	15.78	16.00	20.98	23.44	24.00
Tellers	9.37	9.57	9.80	10.50	11.44
Customer service representatives	10.67	12.05	13.50	14.16	18.66
Receptionists and information clerks	8.29	8.29	10.80	11.50	11.77
Secretaries and administrative assistants	13.42	14.86	17.54	20.29	27.00
Executive secretaries and administrative assistants	14.43	16.46	18.00	22.11	27.00
Secretaries, except legal, medical, and executive	10.34	10.87	14.62	18.88	19.31
Office clerks, general	11.76	13.29	15.87	19.03	21.23
Construction and extraction occupations	7.80	12.00	16.25	19.50	21.92
Installation, maintenance, and repair occupations	10.00	13.16	17.25	21.01	27.15
Industrial machinery installation, repair, and maintenance workers	12.61	12.61	16.39	20.29	20.29
Production occupations	9.34	11.17	15.08	16.69	20.52
First-line supervisors/managers of production and operating workers	15.72	15.72	15.72	34.08	39.05
Transportation and material moving occupations	8.00	9.88	12.39	14.97	19.66
Driver/sales workers and truck drivers	8.00	8.00	11.25	16.95	19.66
Laborers and material movers, hand	6.47	12.39	13.74	14.00	18.21

See footnotes at end of table.

Table 9. Full-time¹ civilian workers: Hourly wage percentiles², Birmingham-Hoover, AL, March 2008 — Continued

Occupation ³	Full-time workers				
	10	25	Median 50	75	90
Transportation and material moving occupations —Continued Laborers and freight, stock, and material movers, hand	\$6.47	\$6.47	\$13.74	\$14.00	\$18.21

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

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

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Table 10. Part-time¹ civilian workers: Hourly wage percentiles², Birmingham-Hoover, AL, March 2008

Occupation ³	Part-time workers				
	10	25	Median 50	75	90
All workers	\$6.00	\$7.40	\$10.00	\$12.71	\$18.00
Education, training, and library occupations	8.26	8.26	8.26	12.71	15.00
Food preparation and serving related occupations	2.13	5.85	6.00	6.65	7.40
Sales and related occupations	6.18	6.25	8.50	9.29	10.44
Retail sales workers	6.18	6.25	8.50	9.29	10.44
Office and administrative support occupations	8.49	9.43	10.00	13.48	20.00
Transportation and material moving occupations	9.50	9.67	9.92	12.00	16.74

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

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

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Table 11. Full-time¹ civilian workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Birmingham-Hoover, AL, March 2008

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
All workers	\$18.85	\$15.43	\$753	\$617	40.0	\$38,564	\$32,157	2,046
Management occupations	44.89	33.94	1,828	1,350	40.7	94,840	70,200	2,113
Business and financial operations occupations	25.08	23.75	1,001	950	39.9	52,045	49,400	2,075
Computer and mathematical science occupations	35.80	35.64	1,432	1,426	40.0	74,465	74,127	2,080
Architecture and engineering occupations	33.68	30.66	1,347	1,226	40.0	70,046	63,769	2,080
Engineers	36.38	35.93	1,455	1,437	40.0	75,671	74,724	2,080
Education, training, and library occupations	30.68	32.33	1,246	1,277	40.6	49,587	49,530	1,616
Postsecondary teachers	33.89	32.45	1,501	1,513	44.3	67,056	60,000	1,978
Primary, secondary, and special education school teachers	30.72	32.33	1,190	1,272	38.7	44,579	47,634	1,451
Elementary and middle school teachers	31.43	32.33	1,210	1,276	38.5	45,554	47,675	1,449
Elementary school teachers, except special education	31.25	32.33	1,210	1,276	38.7	45,585	47,721	1,459
Secondary school teachers	31.45	33.48	1,231	1,306	39.1	45,755	51,130	1,455
Secondary school teachers, except special and vocational education	30.25	32.81	1,173	1,242	38.8	43,140	46,052	1,426
Arts, design, entertainment, sports, and media occupations	17.77	16.39	711	656	40.0	36,226	34,091	2,039
Healthcare practitioner and technical occupations	23.62	23.13	944	925	40.0	48,708	47,570	2,062
Registered nurses	27.87	27.42	1,115	1,097	40.0	57,837	57,138	2,075
Licensed practical and licensed vocational nurses	17.51	17.61	697	704	39.8	35,046	36,421	2,002
Healthcare support occupations	11.51	11.91	460	476	40.0	23,946	24,773	2,080
Nursing, psychiatric, and home health aides	10.47	10.00	419	400	40.0	21,786	20,800	2,080
Nursing aides, orderlies, and attendants	10.36	10.00	415	400	40.0	21,557	20,800	2,080
Protective service occupations	15.70	15.36	627	614	40.0	32,623	31,949	2,078
Building and grounds cleaning and maintenance occupations	7.94	8.00	307	280	38.7	15,962	14,560	2,010
Building cleaning workers	7.94	8.00	307	280	38.6	15,956	14,560	2,009
Sales and related occupations	16.77	14.02	669	561	39.9	34,770	29,162	2,073
Retail sales workers	12.68	12.50	503	500	39.7	26,176	26,000	2,064
Office and administrative support occupations	14.39	13.74	573	550	39.8	29,753	28,579	2,067
First-line supervisors/managers of office and administrative support workers	18.57	15.43	734	617	39.5	38,163	32,101	2,055
Financial clerks	14.83	13.14	590	529	39.8	30,693	27,498	2,069
Bookkeeping, accounting, and auditing clerks	20.16	20.98	795	839	39.4	41,324	43,638	2,050
Tellers	10.09	9.80	403	392	40.0	20,977	20,384	2,080
Customer service representatives	13.81	13.50	552	540	40.0	28,685	28,080	2,077
Receptionists and information clerks	10.30	10.80	412	432	40.0	21,422	22,464	2,080
Secretaries and administrative assistants	18.08	17.54	720	702	39.8	37,421	36,504	2,070

See footnotes at end of table.

Table 11. Full-time¹ civilian workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Birmingham-Hoover, AL, March 2008 — Continued

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
Office and administrative support occupations –Continued								
Executive secretaries and administrative assistants	\$19.57	\$18.00	\$779	\$721	39.8	\$40,519	\$37,502	2,070
Secretaries, except legal, medical, and executive	14.66	14.62	587	585	40.0	30,502	30,410	2,080
Office clerks, general	16.32	15.87	639	635	39.1	31,960	32,999	1,958
Construction and extraction occupations	15.71	16.25	628	650	40.0	32,680	33,800	2,080
Installation, maintenance, and repair occupations	17.81	17.25	715	690	40.1	37,171	35,880	2,087
Industrial machinery installation, repair, and maintenance workers	16.27	16.39	651	656	40.0	33,840	34,087	2,080
Production occupations	15.15	15.08	607	603	40.1	31,580	31,356	2,084
First-line supervisors/managers of production and operating workers	23.80	15.72	968	629	40.7	50,331	32,704	2,115
Transportation and material moving occupations	13.10	12.39	526	495	40.2	27,363	25,763	2,089
Driver/sales workers and truck drivers	12.47	11.25	504	450	40.4	26,203	23,400	2,102
Laborers and material movers, hand ..	12.54	13.74	502	550	40.0	26,082	28,579	2,080
Laborers and freight, stock, and material movers, hand	12.41	13.74	496	550	40.0	25,806	28,579	2,080

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

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

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

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

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Table 12. Full-time¹ private industry workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Birmingham-Hoover, AL, March 2008

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
All workers	\$17.97	\$14.23	\$718	\$569	40.0	\$37,310	\$29,494	2,076
Management occupations	42.51	33.75	1,740	1,350	40.9	90,458	70,200	2,128
Business and financial operations occupations	25.08	23.75	1,001	950	39.9	52,045	49,400	2,075
Computer and mathematical science occupations	35.80	35.64	1,432	1,426	40.0	74,465	74,127	2,080
Architecture and engineering occupations	34.68	33.04	1,387	1,321	40.0	72,126	68,717	2,080
Engineers	37.08	38.13	1,483	1,525	40.0	77,125	79,300	2,080
Education, training, and library occupations	20.80	17.53	694	701	33.4	27,219	28,103	1,308
Primary, secondary, and special education school teachers	17.76	17.53	697	701	39.2	26,337	25,246	1,483
Arts, design, entertainment, sports, and media occupations	17.17	14.94	687	598	40.0	35,710	31,071	2,080
Healthcare practitioner and technical occupations	23.26	23.35	930	934	40.0	48,383	48,568	2,080
Registered nurses	27.63	27.01	1,105	1,080	40.0	57,467	56,181	2,080
Healthcare support occupations	11.42	11.72	457	469	40.0	23,755	24,378	2,080
Nursing, psychiatric, and home health aides	10.20	10.00	408	400	40.0	21,220	20,800	2,080
Nursing aides, orderlies, and attendants	9.99	10.00	400	400	40.0	20,779	20,800	2,080
Building and grounds cleaning and maintenance occupations	7.69	8.00	297	280	38.6	15,430	14,560	2,007
Building cleaning workers	7.69	8.00	296	280	38.6	15,417	14,560	2,006
Sales and related occupations	16.77	14.02	669	561	39.9	34,770	29,162	2,073
Retail sales workers	12.68	12.50	503	500	39.7	26,176	26,000	2,064
Office and administrative support occupations	14.07	13.22	562	522	39.9	29,208	27,156	2,076
First-line supervisors/managers of office and administrative support workers	18.84	15.43	754	617	40.0	39,195	32,101	2,080
Financial clerks	14.83	13.14	590	529	39.8	30,693	27,498	2,069
Bookkeeping, accounting, and auditing clerks	20.16	20.98	795	839	39.4	41,324	43,638	2,050
Tellers	10.09	9.80	403	392	40.0	20,977	20,384	2,080
Customer service representatives	13.81	13.50	552	540	40.0	28,685	28,080	2,077
Receptionists and information clerks ..	9.90	9.50	396	380	40.0	20,591	19,760	2,080
Secretaries and administrative assistants	19.07	18.00	761	720	39.9	39,563	37,440	2,074
Executive secretaries and administrative assistants	21.42	20.29	857	812	40.0	44,545	42,207	2,080
Construction and extraction occupations	15.45	16.25	618	650	40.0	32,139	33,800	2,080
Installation, maintenance, and repair occupations	17.64	16.50	708	660	40.1	36,826	34,320	2,087
Industrial machinery installation, repair, and maintenance workers	15.09	14.15	604	566	40.0	31,384	29,432	2,080
Production occupations	15.18	15.08	608	603	40.1	31,635	31,356	2,084
First-line supervisors/managers of production and operating workers	23.80	15.72	968	629	40.7	50,331	32,704	2,115

See footnotes at end of table.

Table 12. Full-time¹ private industry workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Birmingham-Hoover, AL, March 2008 — Continued

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
Transportation and material moving occupations	\$13.03	\$12.39	\$523	\$495	40.2	\$27,215	\$25,763	2,089
Driver/sales workers and truck drivers	12.24	11.25	495	450	40.4	25,736	23,400	2,103
Laborers and material movers, hand ..	12.54	13.74	502	550	40.0	26,082	28,579	2,080
Laborers and freight, stock, and material movers, hand	12.41	13.74	496	550	40.0	25,806	28,579	2,080

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

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

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

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

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Table 13. Full-time¹ State and local government workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Birmingham-Hoover, AL, March 2008

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
All workers	\$23.58	\$20.29	\$942	\$812	40.0	\$44,758	\$40,560	1,898
Education, training, and library occupations	31.18	32.45	1,280	1,306	41.1	50,989	49,946	1,636
Primary, secondary, and special education school teachers	31.74	32.65	1,228	1,293	38.7	45,983	48,956	1,449
Elementary and middle school teachers	31.75	32.33	1,221	1,276	38.4	46,032	47,721	1,450
Secondary school teachers	32.55	34.74	1,272	1,352	39.1	47,388	51,130	1,456
Healthcare practitioner and technical occupations	26.30	19.82	1,043	793	39.7	50,970	40,019	1,938
Protective service occupations	19.26	19.24	771	770	40.0	40,068	40,019	2,080
Office and administrative support occupations	15.83	15.87	625	635	39.5	32,123	32,999	2,029
Secretaries and administrative assistants	16.91	16.96	672	680	39.7	34,926	35,360	2,065

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

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

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

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

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Table 14. **Size of establishment: Mean hourly earnings¹ of private industry establishments for major occupational groups, Birmingham-Hoover, AL, March 2008**

Occupational group ²	Total	1-99 workers	100-499 workers	500 workers or more
All workers	\$17.04	\$14.24	\$15.07	\$23.64
Management, professional, and related	30.06	31.34	24.19	31.74
Management, business, and financial	36.17	32.43	—	42.95
Professional and related	27.22	26.94	23.89	28.50
Service	9.19	8.33	9.92	10.75
Sales and office	14.31	13.24	13.71	16.55
Sales and related	15.22	14.61	13.99	—
Office and administrative support	13.83	12.38	13.33	15.68
Natural resources, construction, and maintenance	16.25	16.52	14.73	22.07
Construction and extraction	15.45	—	—	—
Installation, maintenance, and repair	17.62	15.63	19.97	22.38
Production, transportation, and material moving	13.85	11.74	14.77	18.14
Production	15.18	13.75	15.02	19.99
Transportation and material moving	12.67	10.44	14.54	—
	Relative error ³ (percent)			
All workers	6.0	8.2	5.5	8.6
Management, professional, and related	6.6	10.0	9.9	10.2
Management, business, and financial	14.2	10.1	—	25.1
Professional and related	6.2	29.5	11.0	7.8
Service	6.2	10.7	5.9	6.3
Sales and office	7.7	7.0	13.1	11.6
Sales and related	16.0	12.2	19.3	—
Office and administrative support	6.3	5.9	8.2	10.5
Natural resources, construction, and maintenance	8.0	6.8	12.0	15.4
Construction and extraction	11.5	—	—	—
Installation, maintenance, and repair	11.0	7.7	6.0	15.9
Production, transportation, and material moving	4.2	9.4	7.4	8.0
Production	4.9	12.7	2.9	4.9
Transportation and material moving	8.1	6.2	14.7	—

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

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Table 15. Establishments with fewer than 100 workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours for full-time¹ private industry workers, Birmingham-Hoover, AL, March 2008

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
All workers	\$15.22	\$13.16	\$607	\$526	39.9	\$31,514	\$27,369	2,071
Management occupations	37.16	33.75	1,487	1,350	40.0	77,300	70,200	2,080
Education, training, and library occupations	17.10	17.10	661	599	38.7	25,944	25,246	1,517
Primary, secondary, and special education school teachers	17.76	17.53	697	701	39.2	26,337	25,246	1,483
Sales and related occupations	15.67	13.93	627	557	40.0	32,598	28,970	2,080
Office and administrative support occupations	12.42	11.54	497	462	40.0	25,830	24,003	2,080
Financial clerks	13.78	12.15	551	486	40.0	28,655	25,266	2,080
Installation, maintenance, and repair occupations	15.56	13.16	626	526	40.2	32,545	27,369	2,092
Production occupations	13.75	12.50	550	500	40.0	28,591	26,000	2,080
Transportation and material moving occupations	10.25	9.97	414	399	40.4	21,546	20,738	2,101

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

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

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

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

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Table 16. Establishments with 100 workers or more: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours for full-time¹ private industry workers, Birmingham-Hoover, AL, March 2008

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
All workers	\$19.96	\$16.29	\$798	\$652	40.0	\$41,503	\$33,883	2,080
Management occupations	46.30	37.11	1,926	1,484	41.6	100,169	77,189	2,164
Business and financial operations occupations ...	24.21	24.71	963	988	39.8	50,099	51,401	2,069
Computer and mathematical science occupations	35.80	35.64	1,432	1,426	40.0	74,465	74,127	2,080
Architecture and engineering occupations	33.39	31.51	1,336	1,261	40.0	69,453	65,549	2,080
Engineers	35.62	35.49	1,425	1,419	40.0	74,089	73,813	2,080
Arts, design, entertainment, sports, and media occupations	17.17	14.94	687	598	40.0	35,710	31,071	2,080
Healthcare practitioner and technical occupations	23.26	23.35	930	934	40.0	48,383	48,568	2,080
Registered nurses	27.63	27.01	1,105	1,080	40.0	57,467	56,181	2,080
Healthcare support occupations	10.47	10.00	419	400	40.0	21,785	20,800	2,080
Nursing, psychiatric, and home health aides	10.20	10.00	408	400	40.0	21,220	20,800	2,080
Nursing aides, orderlies, and attendants	9.99	10.00	400	400	40.0	20,779	20,800	2,080
Sales and related occupations	18.39	21.37	729	923	39.7	37,919	48,009	2,062
Office and administrative support occupations	15.31	13.91	610	556	39.9	31,728	28,933	2,073
Financial clerks	16.00	16.13	633	645	39.6	32,916	33,550	2,057
Customer service representatives	14.04	12.66	562	506	40.0	29,206	26,335	2,080
Secretaries and administrative assistants	19.00	18.00	758	720	39.9	39,398	37,440	2,074
Executive secretaries and administrative assistants	21.38	20.29	855	812	40.0	44,478	42,207	2,080
Construction and extraction occupations	13.85	12.54	554	501	40.0	28,799	26,075	2,080
Installation, maintenance, and repair occupations	21.30	20.58	852	823	40.0	44,298	42,806	2,080
Industrial machinery installation, repair, and maintenance workers	16.83	16.39	673	656	40.0	35,016	34,087	2,080
Production occupations	15.85	15.48	636	619	40.1	33,067	32,205	2,086
Transportation and material moving occupations	15.06	13.74	602	550	40.0	31,323	28,579	2,080
Laborers and material movers, hand	12.33	13.00	493	520	40.0	25,651	27,040	2,080
Laborers and freight, stock, and material movers, hand	12.16	13.00	486	520	40.0	25,285	27,040	2,080

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

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

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

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

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Table 17. Union¹ and nonunion workers: Mean hourly earnings² for major occupational groups, Birmingham-Hoover, AL, March 2008

Occupational group ³	Union			Nonunion		
	Civilian workers	Private industry workers	State and local government workers	Civilian workers	Private industry workers	State and local government workers
All workers	\$21.81	\$21.04	–	\$17.69	\$16.81	\$22.69
Management, professional, and related	–	–	–	30.30	30.06	31.07
Management, business, and financial	–	–	–	38.31	36.17	–
Professional and related	–	–	–	27.42	27.22	27.88
Service	–	–	–	10.66	9.08	18.11
Sales and office	–	–	–	14.12	13.88	15.82
Sales and related	–	–	–	14.48	14.48	–
Office and administrative support	–	–	–	13.98	13.59	15.82
Natural resources, construction, and maintenance	22.65	22.65	–	15.39	15.03	19.55
Construction and extraction	21.08	21.08	–	15.21	14.88	–
Installation, maintenance, and repair	23.55	23.55	–	15.77	15.36	–
Production, transportation, and material moving	17.47	17.47	–	13.63	13.54	14.88
Production	17.55	17.55	–	14.77	14.76	–
Transportation and material moving	–	–	–	12.73	12.60	–
	Relative error ⁴ (percent)					
All workers	7.4	8.1	–	5.6	6.1	7.3
Management, professional, and related	–	–	–	5.4	6.6	7.4
Management, business, and financial	–	–	–	13.4	14.2	–
Professional and related	–	–	–	4.5	6.2	2.1
Service	–	–	–	7.2	6.6	4.9
Sales and office	–	–	–	6.4	7.1	4.2
Sales and related	–	–	–	14.5	14.5	–
Office and administrative support	–	–	–	5.3	6.4	4.2
Natural resources, construction, and maintenance	6.4	6.4	–	9.3	10.1	9.6
Construction and extraction	5.6	5.6	–	13.0	14.3	–
Installation, maintenance, and repair	8.1	8.1	–	6.7	5.3	–
Production, transportation, and material moving	8.2	8.2	–	4.2	4.2	14.4
Production	7.0	7.0	–	6.3	6.5	–
Transportation and material moving	–	–	–	7.6	8.1	–

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

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

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

information.

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Table 18. Time and incentive workers¹: Mean hourly earnings² for major occupational groups, Birmingham-Hoover, AL, March 2008

Occupational group ³	Time		Incentive	
	Civilian workers	Private industry workers	Civilian workers	Private industry workers
All workers	\$18.08	\$17.17	\$15.89	\$15.89
Management, professional, and related	30.44	30.18	–	–
Management, business, and financial	39.02	36.83	–	–
Professional and related	27.54	27.24	–	–
Service	10.74	9.19	–	–
Sales and office	14.29	14.04	15.68	15.68
Sales and related	14.30	14.30	–	–
Office and administrative support	14.29	13.94	–	–
Natural resources, construction, and maintenance	16.63	16.39	–	–
Construction and extraction	–	15.45	–	–
Installation, maintenance, and repair	19.03	18.90	–	–
Production, transportation, and material moving	13.65	13.55	–	–
Production	15.12	15.14	–	–
Transportation and material moving	12.20	12.00	–	–
	Relative error ⁴ (percent)			
All workers	5.6	6.2	10.9	10.9
Management, professional, and related	5.4	6.8	–	–
Management, business, and financial	14.0	14.9	–	–
Professional and related	4.4	6.2	–	–
Service	7.0	6.2	–	–
Sales and office	7.2	8.2	15.6	15.6
Sales and related	16.9	16.9	–	–
Office and administrative support	5.7	7.0	–	–
Natural resources, construction, and maintenance	8.1	8.8	–	–
Construction and extraction	–	11.5	–	–
Installation, maintenance, and repair	9.1	10.2	–	–
Production, transportation, and material moving	4.8	4.8	–	–
Production	5.5	5.6	–	–
Transportation and material moving	7.8	8.4	–	–

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

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

³ Workers are classified by occupation using the 2000

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Table 19. Industry sector¹: Mean hourly earnings² for private industry workers by major occupational group, Birmingham-Hoover, AL, March 2008

Occupational group ³	Goods producing		Service providing						
	Construction	Manufacturing	Trade, transportation, and utilities	Information	Financial activities	Professional and business services	Education and health services	Leisure and hospitality	Other services
All workers	-	-	-	-	\$19.24	-	-	-	-
Management, professional, and related	-	-	-	-	35.08	-	-	-	-
Management, business, and financial	-	-	-	-	31.19	-	-	-	-
Professional and related	-	-	-	-	43.15	-	-	-	-
Service	-	-	-	-	-	-	-	-	-
Sales and office	-	-	-	-	13.35	-	-	-	-
Sales and related	-	-	-	-	-	-	-	-	-
Office and administrative support	-	-	-	-	12.95	-	-	-	-
Natural resources, construction, and maintenance	-	-	-	-	-	-	-	-	-
Installation, maintenance, and repair ..	-	-	-	-	-	-	-	-	-
Production, transportation, and material moving	-	-	-	-	-	-	-	-	-
Production	-	-	-	-	-	-	-	-	-
Transportation and material moving ...	-	-	-	-	-	-	-	-	-
	Relative error ⁴ (percent)								
All workers	-	-	-	-	15.1	-	-	-	-
Management, professional, and related	-	-	-	-	10.3	-	-	-	-
Management, business, and financial	-	-	-	-	14.6	-	-	-	-
Professional and related	-	-	-	-	6.8	-	-	-	-
Service	-	-	-	-	-	-	-	-	-
Sales and office	-	-	-	-	6.2	-	-	-	-
Sales and related	-	-	-	-	-	-	-	-	-
Office and administrative support	-	-	-	-	7.2	-	-	-	-
Natural resources, construction, and maintenance	-	-	-	-	-	-	-	-	-
Installation, maintenance, and repair ..	-	-	-	-	-	-	-	-	-
Production, transportation, and material moving	-	-	-	-	-	-	-	-	-
Production	-	-	-	-	-	-	-	-	-
Transportation and material moving ...	-	-	-	-	-	-	-	-	-

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

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

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Appendix A: Technical Note

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

Planning for the survey

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

Survey scope

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

The statistical area covered by this survey is defined by the U.S. Office of Management and Budget (OMB) as of December 2003. The Birmingham–Hoover, AL, Metropolitan Statistical Area (MSA) includes Bibb, Blount, Chilton, Jefferson, St. Clair, Shelby, and Walker Counties, AL.

Sampling frame

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

Sample design

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

Data collection

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

Occupational selection and classification

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

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

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

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

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

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

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

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

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

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

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

Occupational leveling

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

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

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

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

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

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

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

Combined work levels

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

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

Collection period

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

Earnings

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

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

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

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

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

Definition of terms

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

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

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

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

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

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

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

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

Processing and analyzing the data

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

Weighting and nonresponse

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

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

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

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

Estimation

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

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

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

Percentiles

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

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

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

Data reliability

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

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

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

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

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

Appendix table 1. **Number of workers¹ represented by the survey, Birmingham-Hoover, AL, March 2008**

Occupational group ²	Civilian workers	Private industry workers	State and local government workers
All workers	449,100	380,300	68,900
Management, professional, and related	109,100	78,600	30,500
Management, business, and financial	25,500	23,200	–
Professional and related	83,600	55,400	28,200
Service	93,200	78,500	14,600
Sales and office	134,600	119,400	15,100
Sales and related	42,100	42,100	–
Office and administrative support	92,400	77,300	15,100
Natural resources, construction, and maintenance	55,600	51,900	3,700
Construction and extraction	35,200	32,800	–
Installation, maintenance, and repair	20,300	19,100	–
Production, transportation, and material moving	56,700	51,800	4,900
Production	24,800	23,100	–
Transportation and material moving	31,800	28,700	–

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

² Workers are classified by occupation using the

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Appendix table 2. **Survey establishment response, Birmingham-Hoover, AL, March 2008**

Establishments	Total	Private industry	State and local government
Total in sampling frame ¹	15,606	14,698	908
Total in sample	174	159	15
Responding	102	89	13
Refused or unable to provide data	49	47	2
Out of business or not in survey scope	23	23	0

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

government entity.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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