

Fort Collins–Loveland, CO National Compensation Survey October 2006



U.S. Department of Labor
Elaine L. Chao, Secretary

U.S. Bureau of Labor Statistics
Philip L. Rones, Deputy Commissioner

July 2007

Bulletin 3135-67

Preface

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

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

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

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

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.

Material in this bulletin is in the public domain and, with appropriate credit, may be reproduced without permission. This information will be made available to sensory impaired individuals upon request. Voice phone: (202) 691-5200; Federal Relay Service: 1-800-877-8339.

Contents

	<i>Page</i>
Introduction.....	1
Tables:	
1. Summary: Mean hourly earnings and weekly hours for selected worker and establishment characteristics.....	3
2. Civilian workers: Mean hourly earnings for full-time and part-time workers by work levels.....	4
3. Private industry workers: Mean hourly earnings for full-time and part-time workers by work levels.....	7
4. State and local government workers: Mean hourly earnings for full-time and part-time workers by work levels.....	10
5. Combined work levels for civilian workers: Mean hourly earnings for full-time and part-time workers	11
6. Civilian workers: Hourly wage percentiles.....	14
7. Private industry workers: Hourly wage percentiles	16
8. State and local government workers: Hourly wage percentiles	18
9. Full-time civilian workers: Hourly wage percentiles	19
10. Part-time civilian workers: Hourly wage percentiles.....	21
11. Full-time civilian workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours	22
12. Full-time private industry workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours	24
13. Full-time State and local government workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours	26
14. Size of establishment: Mean hourly earnings of private industry establishments for major occupational groups.....	27
15. Establishments with fewer than 100 workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours for full-time private industry workers	28
16. Establishments with 100 workers or more: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours for full-time private industry workers	29
17. Union and nonunion workers: Mean hourly earnings for major occupational groups	30
18. Time and incentive workers: Mean hourly earnings for major occupational groups	31
19. Industry sector: Mean hourly earnings for private industry workers by major occupational group	32
Appendixes:	
A. Technical Note.....	A – 1
Appendix table 1. Number of workers represented by the survey	A – 5
Appendix table 2. Survey establishment response	A – 6
B. Standard Occupational Classification System.....	B – 1

Introduction

The tables in this bulletin summarize the NCS results for the Fort Collins–Loveland, CO, metropolitan area. Data were collected between March 2006 and April 2007; the average reference month is October 2006. Tabulations provide information on earnings of workers in a variety of occupations and at different work levels. Also contained in this bulletin are information on the program, a technical note describing survey procedures, and an appendix with detailed information on occupational classifications.

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

NCS products

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

Changes to the publications

The locality wage publications have undergone a number of significant changes. Beginning with the 3135 bulletin series, the releases employ:

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

About the tables

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

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

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

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

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

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

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

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

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

Table 1. Summary: Mean hourly earnings¹ and weekly hours for selected worker and establishment characteristics, Fort Collins-Loveland, CO, October 2006

Worker and establishment characteristics	Civilian workers			Private industry workers			State and local government workers		
	Hourly earnings		Mean weekly hours ³	Hourly earnings		Mean weekly hours ³	Hourly earnings		Mean weekly hours ³
	Mean	Relative error ² (percent)		Mean	Relative error ² (percent)		Mean	Relative error ² (percent)	
All workers	\$18.45	1.8	33.5	\$16.72	1.9	33.1	\$27.47	2.0	35.3
Worker characteristics^{4,5}									
Management, professional, and related	30.55	3.1	36.8	28.67	4.2	37.6	34.26	3.4	35.2
Management, business, and financial	31.79	4.8	40.6	32.13	6.3	40.6	30.84	6.2	40.6
Professional and related	30.02	3.4	35.3	26.95	5.6	36.2	35.30	3.0	33.9
Service	9.97	7.1	27.5	9.00	9.2	27.0	16.48	14.3	31.6
Sales and office	13.83	3.1	32.9	13.64	3.4	32.5	15.77	3.0	38.0
Sales and related	13.18	4.7	29.6	13.22	4.7	29.5	—	—	—
Office and administrative support	14.30	3.7	35.9	14.00	4.5	35.5	16.12	1.5	38.6
Natural resources, construction, and maintenance	18.93	4.5	37.9	18.32	4.0	37.8	26.56	15.6	38.8
Construction and extraction	18.38	4.6	39.5	18.40	4.7	39.6	—	—	—
Installation, maintenance, and repair	20.00	8.9	35.0	18.11	7.1	33.8	27.06	15.4	40.0
Production, transportation, and material moving	13.88	3.4	33.7	13.17	3.0	33.6	21.25	8.7	34.9
Production	15.12	5.4	37.1	13.88	4.5	36.7	—	—	—
Transportation and material moving	12.56	2.7	30.7	12.50	2.8	31.1	—	—	—
Full time	20.30	1.9	39.6	18.44	2.2	40.1	28.07	2.1	38.0
Part time	11.19	3.6	20.7	11.04	3.8	21.1	15.11	6.3	14.1
Union	25.04	5.7	32.9	18.79	7.5	34.2	—	—	—
Nonunion	18.11	1.9	33.5	16.63	2.1	33.1	26.19	2.4	35.8
Time	18.48	1.8	33.6	16.65	2.0	33.2	27.47	2.0	35.3
Incentive	17.90	3.5	31.5	17.90	3.5	31.5	—	—	—
Establishment characteristics									
Goods producing	(⁶)	(⁶)	(⁶)	—	—	—	(⁶)	(⁶)	(⁶)
Service providing	(⁶)	(⁶)	(⁶)	14.53	2.8	31.3	(⁶)	(⁶)	(⁶)
1-99 workers	14.64	4.1	33.3	14.64	4.1	33.3	—	—	—
100-499 workers	16.53	6.3	31.6	15.72	6.6	31.0	25.27	7.3	38.5
500 workers or more	28.16	2.6	35.8	28.59	5.1	37.0	27.82	2.2	34.9

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 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, Fort Collins-Loveland, CO, October 2006**

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
All workers	\$18.45	1.8	\$20.30	1.9	\$11.19	3.6
Management occupations	33.86	6.7	33.56	7.4	—	—
Level 11	36.57	4.3	36.57	4.3	—	—
Not able to be leveled	34.90	13.0	34.90	13.0	—	—
Medical and health services managers	38.51	16.2	38.51	16.2	—	—
Business and financial operations occupations	26.20	3.6	25.71	3.9	—	—
Level 9	25.10	3.9	25.10	3.9	—	—
Computer and mathematical science occupations	32.43	9.6	32.43	9.6	—	—
Computer software engineers	38.40	9.9	38.40	9.9	—	—
Computer support specialists	20.05	14.4	20.05	14.4	—	—
Architecture and engineering occupations	32.69	11.2	32.71	11.3	—	—
Not able to be leveled	40.66	9.5	40.66	9.5	—	—
Engineers	37.50	3.8	37.50	3.8	—	—
Not able to be leveled	42.04	6.1	42.04	6.1	—	—
Electrical and electronics engineers	39.88	7.6	39.88	7.6	—	—
Engineering technicians, except drafters	19.98	6.6	19.72	5.3	—	—
Electrical and electronic engineering technicians	20.10	8.3	19.79	6.7	—	—
Life, physical, and social science occupations	20.17	22.1	20.17	22.1	—	—
Community and social services occupations	23.73	17.4	23.36	20.8	24.41	23.4
Education, training, and library occupations	34.68	2.8	35.52	3.1	19.93	14.0
Primary, secondary, and special education school teachers	34.95	1.5	35.28	1.5	—	—
Arts, design, entertainment, sports, and media occupations	18.58	19.8	19.16	20.5	—	—
Healthcare practitioner and technical occupations	27.96	12.4	30.15	19.3	—	—
Level 9	25.77	2.7	25.94	3.5	—	—
Registered nurses	26.94	2.7	24.59	6.4	—	—
Level 9	25.71	3.6	—	—	—	—
Healthcare support occupations	11.51	5.2	11.21	5.1	—	—
Level 3	12.58	3.8	—	—	—	—
Nursing, psychiatric, and home health aides	10.87	5.0	10.91	5.3	—	—
Nursing aides, orderlies, and attendants	11.03	5.0	11.11	5.1	—	—
Miscellaneous healthcare support occupations	12.88	1.9	—	—	—	—
Protective service occupations	25.68	13.8	28.67	14.3	—	—
Food preparation and serving related occupations	6.98	3.2	7.67	3.9	6.29	2.2
Level 1	5.80	4.7	5.68	10.9	5.89	3.7
Level 2	6.44	5.9	5.89	17.7	6.90	11.4
Level 3	6.23	8.6	6.02	27.1	6.34	10.1
Level 4	9.65	4.9	9.75	4.6	—	—
Cooks	9.59	3.6	10.30	4.2	8.59	.6
Level 3	8.76	10.0	—	—	—	—
Cooks, restaurant	10.10	2.2	—	—	9.02	1.0
Food service, tipped	3.65	11.4	3.84	27.0	3.44	8.5
Level 1	3.44	5.1	—	—	3.31	15.1
Level 2	3.79	26.3	3.93	40.7	—	—
Level 3	3.93	23.4	—	—	3.69	.1
Waiters and waitresses	3.23	15.0	3.54	33.8	2.88	6.3
Level 1	2.93	11.1	—	—	3.10	16.5
Level 3	3.54	39.8	—	—	2.80	27.3
Dining room and cafeteria attendants and bartender helpers	5.04	15.2	—	—	4.57	24.7
Level 1	4.74	11.9	—	—	3.89	3.2
Fast food and counter workers	7.39	6.0	—	—	7.55	7.6
Level 2	7.49	4.8	—	—	—	—

See footnotes at end of table.

Table 2. **Civilian workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Fort Collins-Loveland, CO, October 2006** — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Combined food preparation and serving workers, including fast food	\$7.10	4.6	—	—	\$7.15	6.0
Dishwashers	8.35	1.4	—	—	—	—
Level 1	8.35	1.4	—	—	—	—
Hosts and hostesses, restaurant, lounge, and coffee shop	7.10	1.9	—	—	—	—
Building and grounds cleaning and maintenance occupations	12.38	9.1	\$12.67	8.7	8.88	4.9
Level 1	9.06	5.1	9.33	5.8	—	—
Level 2	8.35	10.3	8.41	11.6	—	—
Level 3	10.40	2.7	—	—	—	—
Building cleaning workers	10.41	5.1	10.62	6.0	—	—
Level 1	9.15	6.2	—	—	—	—
Level 2	8.35	10.3	8.41	11.6	—	—
Janitors and cleaners, except maids and housekeeping cleaners	10.66	6.7	10.79	7.1	—	—
Maids and housekeeping cleaners	8.73	3.0	9.29	3.1	—	—
Personal care and service occupations	9.36	3.5	10.69	4.4	8.16	2.5
Child care workers	9.01	2.3	—	—	8.04	2.1
Sales and related occupations	13.18	4.7	15.97	8.1	8.63	2.1
Level 3	9.77	9.7	9.81	12.0	9.55	6.2
Level 4	14.03	6.0	14.49	9.6	—	—
First-line supervisors/managers, sales workers	16.97	12.3	16.89	13.6	—	—
First-line supervisors/managers of retail sales workers	15.50	12.7	15.21	14.5	—	—
Retail sales workers	13.08	2.5	14.82	2.6	9.63	2.7
Level 3	10.84	6.4	—	—	9.55	6.2
Level 4	14.47	3.4	15.17	6.1	—	—
Cashiers, all workers	11.04	13.2	12.77	3.5	9.59	14.7
Level 3	12.40	15.6	—	—	—	—
Cashiers	11.04	13.2	12.77	3.5	9.59	14.7
Level 3	12.40	15.6	—	—	—	—
Retail salespersons	13.31	5.9	14.75	9.7	10.32	15.3
Office and administrative support occupations	14.30	3.7	14.93	3.5	10.73	7.1
Level 2	9.97	4.9	10.69	4.6	9.57	6.9
Level 3	11.92	2.6	12.28	2.9	10.29	5.5
Level 4	14.06	4.2	14.53	3.9	10.42	7.9
Level 5	17.07	9.6	17.11	10.0	—	—
Level 6	17.60	3.8	17.75	3.7	—	—
First-line supervisors/managers of office and administrative support workers	17.97	11.3	17.97	11.3	—	—
Financial clerks	12.71	6.1	13.22	5.8	10.83	17.5
Level 3	10.60	3.4	—	—	—	—
Level 4	13.29	6.1	—	—	—	—
Bookkeeping, accounting, and auditing clerks	13.29	7.6	13.95	4.7	—	—
Tellers	10.55	2.5	—	—	—	—
Customer service representatives	13.75	6.2	14.05	5.4	—	—
Receptionists and information clerks	13.59	3.7	—	—	—	—
Level 3	14.07	2.5	—	—	—	—
Secretaries and administrative assistants	14.81	3.1	14.78	3.4	—	—
Level 4	15.97	3.7	16.06	3.8	—	—
Secretaries, except legal, medical, and executive	14.99	3.1	14.95	3.8	—	—
Office clerks, general	13.37	9.6	13.49	10.6	—	—
Level 4	12.69	14.1	—	—	—	—
Construction and extraction occupations	18.38	4.6	18.40	4.6	—	—
Level 5	18.42	7.2	18.42	7.2	—	—
Construction laborers	12.16	.7	—	—	—	—
Installation, maintenance, and repair occupations	20.00	8.9	21.96	9.9	—	—
Level 5	15.48	11.0	16.35	9.9	—	—
Level 6	23.05	18.8	23.05	18.8	—	—
Level 7	24.05	11.5	24.05	11.5	—	—

See footnotes at end of table.

Table 2. **Civilian workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Fort Collins-Loveland, CO, October 2006** — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Automotive technicians and repairers	\$18.84	19.1	\$18.84	19.1	—	—
Industrial machinery installation, repair, and maintenance workers	21.11	8.9	21.11	8.9	—	—
Production occupations	15.12	5.4	16.43	5.0	\$10.99	3.7
Level 2	10.76	7.5	—	—	—	—
Level 3	13.99	7.9	15.25	12.2	—	—
Level 4	13.22	2.1	13.22	2.1	—	—
Level 5	14.37	2.4	14.56	4.0	—	—
Level 7	18.82	5.6	19.12	6.3	—	—
Electrical, electronics, and electromechanical assemblers	12.15	9.1	13.45	4.6	—	—
Electrical and electronic equipment assemblers	12.15	9.1	13.45	4.6	—	—
Miscellaneous assemblers and fabricators	10.75	.9	—	—	—	—
Miscellaneous production workers	16.90	5.9	—	—	10.66	9.9
Transportation and material moving occupations	12.56	2.7	13.79	5.0	9.70	8.0
Level 1	9.14	4.2	9.17	3.1	9.13	7.5
Level 2	9.87	8.4	—	—	—	—
Level 3	14.19	7.2	14.30	8.0	—	—
Driver/sales workers and truck drivers	14.77	6.0	15.24	6.7	—	—
Laborers and material movers, hand	10.06	6.7	10.59	7.1	9.33	9.7
Level 1	9.32	4.4	—	—	—	—
Laborers and freight, stock, and material movers, hand	10.54	5.2	—	—	—	—

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

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

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

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

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

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 3. Private industry workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Fort Collins-Loveland, CO, October 2006

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
All workers	\$16.72	1.9	\$18.44	2.2	\$11.04	3.8
Management occupations	33.98	8.9	33.59	9.9	—	—
Not able to be leveled	36.64	14.4	36.64	14.4	—	—
Medical and health services managers	38.51	16.2	38.51	16.2	—	—
Business and financial operations occupations	26.85	4.5	26.17	5.0	—	—
Level 9	24.83	4.4	24.83	4.4	—	—
Computer and mathematical science occupations	32.41	9.6	32.41	9.6	—	—
Computer software engineers	38.40	9.9	38.40	9.9	—	—
Computer support specialists	20.05	14.4	20.05	14.4	—	—
Architecture and engineering occupations	32.90	12.1	32.92	12.3	—	—
Not able to be leveled	40.66	9.5	40.66	9.5	—	—
Engineers	37.25	4.1	37.25	4.1	—	—
Not able to be leveled	42.04	6.1	42.04	6.1	—	—
Electrical and electronics engineers	39.88	7.6	39.88	7.6	—	—
Engineering technicians, except drafters	20.10	8.3	19.79	6.7	—	—
Electrical and electronic engineering technicians	20.10	8.3	19.79	6.7	—	—
Community and social services occupations	20.71	19.4	—	—	24.41	23.4
Arts, design, entertainment, sports, and media occupations	18.86	20.3	19.16	20.5	—	—
Healthcare practitioner and technical occupations	24.45	7.4	23.41	14.7	—	—
Level 9	24.77	3.2	24.80	3.6	—	—
Registered nurses	—	—	22.82	9.2	—	—
Healthcare support occupations	11.44	5.3	11.09	4.9	—	—
Level 3	12.58	3.8	—	—	—	—
Nursing, psychiatric, and home health aides	10.83	5.1	10.86	5.3	—	—
Nursing aides, orderlies, and attendants	10.99	5.1	11.07	5.3	—	—
Food preparation and serving related occupations	6.96	3.3	7.67	3.9	6.21	2.4
Level 1	5.74	4.8	5.68	10.9	5.79	3.8
Level 2	6.36	6.5	5.89	17.7	6.80	12.8
Level 3	6.23	8.6	6.02	27.1	6.34	10.1
Level 4	9.65	4.9	9.75	4.6	—	—
Cooks	9.59	3.6	10.30	4.2	8.59	.6
Level 3	8.76	10.0	—	—	—	—
Cooks, restaurant	10.10	2.2	—	—	9.02	1.0
Food service, tipped	3.65	11.4	3.84	27.0	3.44	8.5
Level 1	3.44	5.1	—	—	3.31	15.1
Level 2	3.79	26.3	3.93	40.7	—	—
Level 3	3.93	23.4	—	—	3.69	.1
Waiters and waitresses	3.23	15.0	3.54	33.8	2.88	6.3
Level 1	2.93	11.1	—	—	3.10	16.5
Level 3	3.54	39.8	—	—	2.80	27.3
Dining room and cafeteria attendants and bartender helpers	5.04	15.2	—	—	4.57	24.7
Level 1	4.74	11.9	—	—	3.89	3.2
Fast food and counter workers	7.37	6.3	—	—	7.54	8.3
Level 2	7.46	5.4	—	—	—	—
Combined food preparation and serving workers, including fast food	7.05	4.8	—	—	7.09	6.5
Dishwashers	8.35	1.4	—	—	—	—
Level 1	8.35	1.4	—	—	—	—
Hosts and hostesses, restaurant, lounge, and coffee shop	7.10	1.9	—	—	—	—
Building and grounds cleaning and maintenance occupations	12.80	10.2	—	—	8.88	4.9
Level 1	8.81	4.9	—	—	—	—
Level 2	7.44	10.5	—	—	—	—

See footnotes at end of table.

Table 3. Private industry workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Fort Collins-Loveland, CO, October 2006 — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Building cleaning workers	\$9.68	10.8	\$9.99	15.0	—	—
Level 1	8.87	5.9	—	—	—	—
Level 2	7.44	10.5	—	—	—	—
Janitors and cleaners, except maids and housekeeping cleaners	10.04	16.6	10.26	20.9	—	—
Maids and housekeeping cleaners	8.73	3.0	9.29	3.1	—	—
Personal care and service occupations	9.44	3.7	10.69	4.4	\$8.24	1.6
Child care workers	9.11	.5	—	—	—	—
Sales and related occupations	13.22	4.7	16.09	8.1	8.63	2.1
Level 3	9.77	9.7	9.81	12.0	9.55	6.2
Level 4	14.03	6.0	14.49	9.6	—	—
First-line supervisors/managers, sales workers	16.97	12.3	16.89	13.6	—	—
First-line supervisors/managers of retail sales workers	15.50	12.7	15.21	14.5	—	—
Retail sales workers	13.14	2.5	14.98	2.5	9.63	2.7
Level 3	10.84	6.4	—	—	9.55	6.2
Level 4	14.47	3.4	15.17	6.1	—	—
Cashiers, all workers	11.11	14.0	13.24	2.8	9.59	14.7
Level 3	12.40	15.6	—	—	—	—
Cashiers	11.11	14.0	13.24	2.8	9.59	14.7
Level 3	12.40	15.6	—	—	—	—
Retail salespersons	13.31	5.9	14.75	9.7	10.32	15.3
Office and administrative support occupations	14.00	4.5	14.70	4.3	10.56	7.1
Level 2	9.85	4.7	10.39	4.1	9.56	7.0
Level 3	11.71	2.4	12.04	2.7	10.29	5.5
Level 4	13.79	4.9	14.29	4.7	10.42	7.9
Level 5	17.69	12.0	17.76	12.3	—	—
Level 6	17.25	5.0	17.43	5.0	—	—
Financial clerks	11.85	6.1	12.24	4.0	10.83	17.5
Level 3	10.60	3.4	—	—	—	—
Level 4	13.16	6.4	—	—	—	—
Bookkeeping, accounting, and auditing clerks	12.18	9.9	—	—	—	—
Tellers	10.55	2.5	—	—	—	—
Customer service representatives	13.75	6.2	14.05	5.4	—	—
Receptionists and information clerks	13.59	3.7	—	—	—	—
Level 3	14.07	2.5	—	—	—	—
Secretaries and administrative assistants	14.23	5.0	14.12	5.8	—	—
Office clerks, general	13.44	10.3	13.57	11.6	—	—
Level 4	12.69	14.1	—	—	—	—
Construction and extraction occupations	18.40	4.7	18.40	4.7	—	—
Level 5	18.43	7.2	18.43	7.2	—	—
Installation, maintenance, and repair occupations	18.11	7.1	20.25	9.3	—	—
Level 5	14.50	6.9	—	—	—	—
Level 6	23.05	18.8	23.05	18.8	—	—
Automotive technicians and repairers	18.84	19.1	18.84	19.1	—	—
Industrial machinery installation, repair, and maintenance workers	20.77	10.6	20.77	10.6	—	—
Production occupations	13.88	4.5	15.01	4.7	10.99	3.7
Level 2	10.76	7.5	—	—	—	—
Level 3	13.99	7.9	15.25	12.2	—	—
Level 4	13.22	2.1	13.22	2.1	—	—
Level 5	14.37	2.4	14.56	4.0	—	—
Level 7	17.50	1.5	—	—	—	—
Electrical, electronics, and electromechanical assemblers	12.15	9.1	13.45	4.6	—	—
Electrical and electronic equipment assemblers	12.15	9.1	13.45	4.6	—	—
Miscellaneous assemblers and fabricators	10.75	.9	—	—	—	—
Miscellaneous production workers	16.90	5.9	—	—	10.66	9.9
Transportation and material moving occupations	12.50	2.8	13.79	5.2	9.50	8.2
Level 1	9.14	4.2	9.17	3.1	9.13	7.5

See footnotes at end of table.

Table 3. Private industry workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Fort Collins-Loveland, CO, October 2006 — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Transportation and material moving occupations —Continued						
Level 3	\$14.27	7.5	\$14.39	8.4	—	—
Driver/sales workers and truck drivers	14.77	6.0	15.24	6.7	—	—
Laborers and material movers, hand	10.06	6.7	10.59	7.1	\$9.33	9.7
Level 1	9.32	4.4	—	—	—	—
Laborers and freight, stock, and material movers, hand	10.54	5.2	—	—	—	—

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

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

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

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

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

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 4. State and local government workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Fort Collins-Loveland, CO, October 2006

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
All workers	\$27.47	2.0	\$28.07	2.1	\$15.11	6.3
Management occupations	33.49	6.9	33.49	6.9	–	–
Business and financial operations occupations	24.61	5.4	24.61	5.4	–	–
Education, training, and library occupations	35.50	2.8	35.86	3.2	–	–
Primary, secondary, and special education school teachers	35.48	.1	35.82	.1	–	–
Protective service occupations	28.98	9.5	30.59	13.0	–	–
Building and grounds cleaning and maintenance occupations	11.19	4.4	11.19	4.4	–	–
Office and administrative support occupations	16.12	1.5	16.12	1.6	–	–
Installation, maintenance, and repair occupations	27.06	15.4	27.06	15.4	–	–

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

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

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

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

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

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 5. Combined work levels¹ for civilian workers: Mean hourly earnings² for full-time and part-time workers³, Fort Collins-Loveland, CO, October 2006

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
All workers	\$18.45	1.8	\$20.30	1.9	\$11.19	3.6
Management occupations	33.86	6.7	33.56	7.4	—	—
Group II	18.83	4.5	—	—	—	—
Group III	34.49	6.9	—	—	—	—
Medical and health services managers	38.51	16.2	38.51	16.2	—	—
Business and financial operations occupations	26.20	3.6	25.71	3.9	—	—
Group II	22.48	6.2	—	—	—	—
Group III	28.05	9.2	—	—	—	—
Computer and mathematical science occupations	32.43	9.6	32.43	9.6	—	—
Group III	37.60	7.6	—	—	—	—
Computer software engineers	38.40	9.9	38.40	9.9	—	—
Computer support specialists	20.05	14.4	20.05	14.4	—	—
Architecture and engineering occupations	32.69	11.2	32.71	11.3	—	—
Group II	19.55	10.6	—	—	—	—
Group III	34.03	12.1	—	—	—	—
Engineers	37.50	3.8	37.50	3.8	—	—
Group III	34.03	12.1	—	—	—	—
Electrical and electronics engineers	39.88	7.6	39.88	7.6	—	—
Engineering technicians, except drafters	19.98	6.6	19.72	5.3	—	—
Group II	19.06	10.2	—	—	—	—
Electrical and electronic engineering technicians	20.10	8.3	19.79	6.7	—	—
Group II	19.00	12.6	18.60	10.8	—	—
Life, physical, and social science occupations	20.17	22.1	20.17	22.1	—	—
Community and social services occupations	23.73	17.4	23.36	20.8	24.41	23.4
Group II	21.58	28.6	—	—	—	—
Education, training, and library occupations	34.68	2.8	35.52	3.1	19.93	14.0
Group II	17.97	2.0	—	—	—	—
Group III	34.08	1.1	—	—	—	—
Primary, secondary, and special education school teachers	34.95	1.5	35.28	1.5	—	—
Arts, design, entertainment, sports, and media occupations	18.58	19.8	19.16	20.5	—	—
Healthcare practitioner and technical occupations	27.96	12.4	30.15	19.3	—	—
Group III	33.43	20.5	—	—	—	—
Registered nurses	26.94	2.7	24.59	6.4	—	—
Group III	25.67	3.4	26.18	3.7	—	—
Healthcare support occupations	11.51	5.2	11.21	5.1	—	—
Group I	11.41	5.8	—	—	—	—
Nursing, psychiatric, and home health aides	10.87	5.0	10.91	5.3	—	—
Group I	10.87	5.0	—	—	—	—
Nursing aides, orderlies, and attendants	11.03	5.0	11.11	5.1	—	—
Group I	11.03	5.0	11.11	5.1	—	—
Miscellaneous healthcare support occupations	12.88	1.9	—	—	—	—
Protective service occupations	25.68	13.8	28.67	14.3	—	—
Group I	12.02	20.3	—	—	—	—
Group II	23.25	7.7	—	—	—	—
Food preparation and serving related occupations	6.98	3.2	7.67	3.9	6.29	2.2
Group I	6.38	5.6	—	—	—	—
Cooks	9.59	3.6	10.30	4.2	8.59	.6
Group I	9.30	1.3	—	—	—	—
Cooks, restaurant	10.10	2.2	—	—	9.02	1.0
Group I	9.83	.3	—	—	9.02	1.0
Food service, tipped	3.65	11.4	3.84	27.0	3.44	8.5
Group I	3.65	11.3	—	—	—	—

See footnotes at end of table.

Table 5. Combined work levels¹ for civilian workers: Mean hourly earnings² for full-time and part-time workers³, Fort Collins-Loveland, CO, October 2006 — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Waiters and waitresses	\$3.23	15.0	\$3.54	33.8	\$2.88	6.3
Group I	3.23	15.0	3.54	33.8	2.88	6.3
Dining room and cafeteria attendants and bartender helpers	5.04	15.2	—	—	4.57	24.7
Group I	5.04	15.2	—	—	4.57	24.7
Fast food and counter workers	7.39	6.0	—	—	7.55	7.6
Group I	7.39	6.0	—	—	—	—
Combined food preparation and serving workers, including fast food	7.10	4.6	—	—	7.15	6.0
Group I	7.10	4.6	—	—	7.15	6.0
Dishwashers	8.35	1.4	—	—	—	—
Group I	8.35	1.4	—	—	—	—
Hosts and hostesses, restaurant, lounge, and coffee shop	7.10	1.9	—	—	—	—
Group I	7.10	1.9	—	—	—	—
Building and grounds cleaning and maintenance occupations	12.38	9.1	12.67	8.7	8.88	4.9
Group I	10.35	5.0	—	—	—	—
Building cleaning workers	10.41	5.1	10.62	6.0	—	—
Group I	10.41	5.1	—	—	—	—
Janitors and cleaners, except maids and housekeeping cleaners	10.66	6.7	10.79	7.1	—	—
Group I	10.66	6.7	10.79	7.1	—	—
Maids and housekeeping cleaners	8.73	3.0	9.29	3.1	—	—
Group I	8.73	3.0	9.29	3.1	—	—
Personal care and service occupations	9.36	3.5	10.69	4.4	8.16	2.5
Group I	9.07	3.3	—	—	—	—
Child care workers	9.01	2.3	—	—	8.04	2.1
Group I	9.01	2.3	—	—	8.04	2.1
Sales and related occupations	13.18	4.7	15.97	8.1	8.63	2.1
Group I	10.49	6.8	—	—	—	—
Group II	21.22	14.1	—	—	—	—
First-line supervisors/managers, sales workers	16.97	12.3	16.89	13.6	—	—
Group II	17.24	.8	—	—	—	—
First-line supervisors/managers of retail sales workers	15.50	12.7	15.21	14.5	—	—
Retail sales workers	13.08	2.5	14.82	2.6	9.63	2.7
Group I	12.10	7.4	—	—	—	—
Cashiers, all workers	11.04	13.2	12.77	3.5	9.59	14.7
Group I	11.07	16.0	—	—	—	—
Cashiers	11.04	13.2	12.77	3.5	9.59	14.7
Group I	11.07	16.0	13.33	5.5	9.59	14.7
Retail salespersons	13.31	5.9	14.75	9.7	10.32	15.3
Group I	10.96	16.9	—	—	—	—
Office and administrative support occupations	14.30	3.7	14.93	3.5	10.73	7.1
Group I	12.49	3.0	—	—	—	—
Group II	17.72	5.7	—	—	—	—
First-line supervisors/managers of office and administrative support workers	17.97	11.3	17.97	11.3	—	—
Group II	18.04	11.7	18.04	11.7	—	—
Financial clerks	12.71	6.1	13.22	5.8	10.83	17.5
Group I	11.30	7.6	—	—	—	—
Group II	14.82	4.6	—	—	—	—
Bookkeeping, accounting, and auditing clerks	13.29	7.6	13.95	4.7	—	—
Tellers	10.55	2.5	—	—	—	—
Group I	10.55	2.5	—	—	—	—
Customer service representatives	13.75	6.2	14.05	5.4	—	—
Group I	13.26	6.0	13.60	5.6	—	—
Receptionists and information clerks	13.59	3.7	—	—	—	—
Group I	13.59	3.7	—	—	—	—
Secretaries and administrative assistants	14.81	3.1	14.78	3.4	—	—
Group I	14.65	3.9	—	—	—	—
Secretaries, except legal, medical, and executive	14.99	3.1	14.95	3.8	—	—

See footnotes at end of table.

Table 5. **Combined work levels¹ for civilian workers: Mean hourly earnings² for full-time and part-time workers³, Fort Collins-Loveland, CO, October 2006** — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Secretaries, except legal, medical, and executive —Continued						
Group I	\$14.83	4.9	\$14.85	5.3	—	—
Office clerks, general	13.37	9.6	13.49	10.6	—	—
Group I	11.73	6.7	11.73	7.6	—	—
Construction and extraction occupations	18.38	4.6	18.40	4.6	—	—
Group I	12.59	6.3	—	—	—	—
Group II	21.32	3.7	—	—	—	—
Construction laborers	12.16	.7	—	—	—	—
Installation, maintenance, and repair occupations	20.00	8.9	21.96	9.9	—	—
Group II	21.03	13.2	—	—	—	—
Automotive technicians and repairers	18.84	19.1	18.84	19.1	—	—
Group II	18.96	20.2	—	—	—	—
Industrial machinery installation, repair, and maintenance workers	21.11	8.9	21.11	8.9	—	—
Group II	19.61	11.2	—	—	—	—
Production occupations	15.12	5.4	16.43	5.0	\$10.99	3.7
Group I	12.93	7.1	—	—	—	—
Group II	16.27	3.5	—	—	—	—
Electrical, electronics, and electromechanical assemblers	12.15	9.1	13.45	4.6	—	—
Electrical and electronic equipment assemblers	12.15	9.1	13.45	4.6	—	—
Miscellaneous assemblers and fabricators	10.75	.9	—	—	—	—
Miscellaneous production workers	16.90	5.9	—	—	10.66	9.9
Group I	17.59	5.5	—	—	—	—
Transportation and material moving occupations	12.56	2.7	13.79	5.0	9.70	8.0
Group I	11.37	5.0	—	—	—	—
Driver/sales workers and truck drivers	14.77	6.0	15.24	6.7	—	—
Group I	14.77	6.0	—	—	—	—
Laborers and material movers, hand	10.06	6.7	10.59	7.1	9.33	9.7
Group I	10.06	6.7	—	—	—	—
Laborers and freight, stock, and material movers, hand	10.54	5.2	—	—	—	—
Group I	10.54	5.2	—	—	—	—

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

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

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

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

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

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 6. Civilian workers: Hourly wage percentiles¹, Fort Collins-Loveland, CO, October 2006

Occupation ²	10	25	Median 50	75	90
All workers	\$7.64	\$10.14	\$15.00	\$23.49	\$35.15
Management occupations	17.09	22.75	32.11	43.64	54.01
Medical and health services managers	26.04	26.92	38.25	38.25	60.00
Business and financial operations occupations	14.25	22.30	25.14	28.54	42.83
Computer and mathematical science occupations	17.55	24.04	35.15	40.50	45.91
Computer software engineers	25.00	29.81	40.71	44.96	48.80
Computer support specialists	12.02	13.29	19.12	23.96	28.55
Architecture and engineering occupations	17.00	23.07	29.55	41.76	48.54
Engineers	25.82	28.43	37.20	47.82	50.14
Electrical and electronics engineers	27.47	33.72	37.20	48.54	50.14
Engineering technicians, except drafters	16.67	17.00	18.13	23.95	26.91
Electrical and electronic engineering technicians	16.52	17.00	17.00	26.91	27.95
Life, physical, and social science occupations	10.71	12.31	20.43	25.05	36.71
Community and social services occupations	10.25	15.95	25.28	28.00	35.42
Education, training, and library occupations	14.50	23.92	31.25	43.51	56.99
Primary, secondary, and special education school teachers	28.55	29.59	31.19	40.84	49.73
Arts, design, entertainment, sports, and media occupations	11.74	14.42	14.42	27.36	27.36
Healthcare practitioner and technical occupations	15.75	21.44	24.99	32.01	52.90
Registered nurses	22.46	23.95	26.86	30.74	32.80
Healthcare support occupations	9.35	10.14	11.50	12.42	14.17
Nursing, psychiatric, and home health aides	8.82	9.91	10.76	11.65	13.11
Nursing aides, orderlies, and attendants	8.62	9.75	11.03	11.95	13.16
Miscellaneous healthcare support occupations	11.52	11.52	12.30	14.17	15.65
Protective service occupations	14.59	16.58	25.93	34.22	39.72
Food preparation and serving related occupations	2.18	3.83	6.85	9.00	11.25
Cooks	7.00	8.32	10.00	11.59	12.00
Cooks, restaurant	8.32	8.75	10.00	11.59	12.00
Food service, tipped	2.13	2.13	3.00	4.00	6.25
Waiters and waitresses	2.13	2.13	2.32	3.83	4.25
Dining room and cafeteria attendants and bartender helpers	3.25	3.25	5.24	5.75	6.96
Fast food and counter workers	6.26	6.50	6.85	8.00	9.41
Combined food preparation and serving workers, including fast food	6.26	6.50	6.83	7.64	8.55
Dishwashers	7.00	7.72	8.25	9.25	9.25
Hosts and hostesses, restaurant, lounge, and coffee shop	3.30	6.83	7.00	8.00	11.58
Building and grounds cleaning and maintenance occupations	8.25	10.01	12.60	15.22	16.97
Building cleaning workers	7.00	9.00	10.01	11.79	15.22
Janitors and cleaners, except maids and housekeeping cleaners	7.50	9.42	10.01	12.42	15.22
Maids and housekeeping cleaners	6.75	7.00	8.47	10.00	11.82
Personal care and service occupations	7.50	7.98	8.25	10.15	13.04
Child care workers	7.50	8.00	8.07	10.00	11.25
Sales and related occupations	7.00	7.60	10.45	16.06	19.23
First-line supervisors/managers, sales workers	10.50	13.00	15.20	17.86	25.48
First-line supervisors/managers of retail sales workers	10.50	12.18	14.70	15.70	17.93
Retail sales workers	7.70	8.64	12.44	16.06	19.23
Cashiers, all workers	7.30	8.20	9.80	14.62	16.06
Cashiers	7.30	8.20	9.80	14.62	16.06
Retail salespersons	8.15	8.64	10.80	14.67	28.63

See footnotes at end of table.

Table 6. **Civilian workers: Hourly wage percentiles¹, Fort Collins-Loveland, CO, October 2006** — Continued

Occupation ²	10	25	Median 50	75	90
Office and administrative support occupations	\$9.51	\$11.00	\$13.90	\$16.35	\$18.75
First-line supervisors/managers of office and administrative support workers	13.59	14.42	18.51	18.51	18.51
Financial clerks	9.23	10.38	12.48	14.92	16.84
Bookkeeping, accounting, and auditing clerks	8.00	12.00	13.46	15.36	16.84
Tellers	9.24	10.25	10.50	11.10	11.35
Customer service representatives	10.50	11.79	13.50	16.35	16.59
Receptionists and information clerks	9.64	10.47	14.46	15.91	16.83
Secretaries and administrative assistants	11.13	13.90	14.11	16.44	18.17
Secretaries, except legal, medical, and executive	11.00	13.90	14.74	16.45	17.51
Office clerks, general	10.00	10.50	11.25	16.08	19.89
Construction and extraction occupations	10.75	13.19	17.60	23.00	26.47
Construction laborers	9.00	12.27	12.39	13.19	14.12
Installation, maintenance, and repair occupations	10.00	14.35	16.72	24.23	35.08
Automotive technicians and repairers	14.35	14.35	14.35	20.06	32.94
Industrial machinery installation, repair, and maintenance workers	15.64	16.00	23.49	24.23	24.23
Production occupations	8.99	10.49	13.50	18.22	23.23
Electrical, electronics, and electromechanical assemblers	7.00	10.74	12.50	14.84	15.81
Electrical and electronic equipment assemblers	7.00	10.74	12.50	14.84	15.81
Miscellaneous assemblers and fabricators	9.00	9.00	10.89	11.50	14.00
Miscellaneous production workers	8.67	9.75	23.23	23.23	23.23
Transportation and material moving occupations	8.00	9.04	11.00	15.85	17.80
Driver/sales workers and truck drivers	10.51	11.00	14.86	15.00	18.75
Laborers and material movers, hand	7.61	8.39	10.01	10.60	13.82
Laborers and freight, stock, and material movers, hand	8.00	8.39	10.36	10.60	13.82

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

nonproduction bonuses; and tips.

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 7. Private industry workers: Hourly wage percentiles¹, Fort Collins-Loveland, CO, October 2006

Occupation ²	10	25	Median 50	75	90
All workers	\$7.25	\$10.00	\$14.13	\$20.26	\$29.61
Management occupations	16.00	22.61	32.11	46.14	60.00
Medical and health services managers	26.04	26.92	38.25	38.25	60.00
Business and financial operations occupations	14.25	22.71	25.14	37.21	44.23
Computer and mathematical science occupations	17.55	24.04	35.15	40.50	45.91
Computer software engineers	25.00	29.81	40.71	44.96	48.80
Computer support specialists	12.02	13.29	19.12	23.96	28.55
Architecture and engineering occupations	17.00	24.13	29.55	47.00	49.19
Engineers	25.09	28.43	34.75	47.82	50.14
Electrical and electronics engineers	27.47	33.72	37.20	48.54	50.14
Engineering technicians, except drafters	16.52	17.00	17.00	26.91	27.95
Electrical and electronic engineering technicians	16.52	17.00	17.00	26.91	27.95
Community and social services occupations	9.45	15.00	17.34	25.28	35.42
Arts, design, entertainment, sports, and media occupations	11.74	14.42	14.42	27.36	27.36
Healthcare practitioner and technical occupations	15.66	19.40	23.75	30.32	33.24
Healthcare support occupations	9.35	10.11	11.43	12.42	14.12
Nursing, psychiatric, and home health aides	8.76	9.91	10.55	11.65	13.11
Nursing aides, orderlies, and attendants	8.55	9.75	11.00	11.95	13.16
Food preparation and serving related occupations	2.13	3.83	6.85	9.00	11.25
Cooks	7.00	8.32	10.00	11.59	12.00
Cooks, restaurant	8.32	8.75	10.00	11.59	12.00
Food service, tipped	2.13	2.13	3.00	4.00	6.25
Waiters and waitresses	2.13	2.13	2.32	3.83	4.25
Dining room and cafeteria attendants and bartender helpers	3.25	3.25	5.24	5.75	6.96
Fast food and counter workers	6.26	6.50	6.83	8.49	9.50
Combined food preparation and serving workers, including fast food	6.26	6.48	6.83	7.10	8.55
Dishwashers	7.00	7.72	8.25	9.25	9.25
Hosts and hostesses, restaurant, lounge, and coffee shop	3.30	6.83	7.00	8.00	11.58
Building and grounds cleaning and maintenance occupations	8.00	10.96	12.60	15.53	16.97
Building cleaning workers	6.00	7.42	8.37	11.48	14.30
Janitors and cleaners, except maids and housekeeping cleaners	6.00	7.50	8.37	14.00	14.30
Maids and housekeeping cleaners	6.75	7.00	8.47	10.00	11.82
Personal care and service occupations	7.50	8.00	8.25	10.25	13.04
Child care workers	7.75	8.00	8.11	10.00	11.25
Sales and related occupations	7.00	7.60	10.50	16.06	19.23
First-line supervisors/managers, sales workers	10.50	13.00	15.20	17.86	25.48
First-line supervisors/managers of retail sales workers	10.50	12.18	14.70	15.70	17.93
Retail sales workers	7.70	8.64	12.51	16.10	19.23
Cashiers, all workers	7.30	8.20	9.80	14.62	16.06
Cashiers	7.30	8.20	9.80	14.62	16.06
Retail salespersons	8.15	8.64	10.80	14.67	28.63
Office and administrative support occupations	9.35	10.50	13.46	15.91	18.61
Financial clerks	8.25	10.35	12.00	13.46	15.70
Bookkeeping, accounting, and auditing clerks	6.50	10.38	13.46	13.46	15.70
Tellers	9.24	10.25	10.50	11.10	11.35
Customer service representatives	10.50	11.79	13.50	16.35	16.59
Receptionists and information clerks	9.64	10.47	14.46	15.91	16.83
Secretaries and administrative assistants	11.00	12.48	14.01	14.63	18.75
Office clerks, general	10.00	10.50	11.25	16.08	19.89

See footnotes at end of table.

Table 7. Private industry workers: Hourly wage percentiles¹, Fort Collins-Loveland, CO, October 2006 — Continued

Occupation ²	10	25	Median 50	75	90
Construction and extraction occupations	\$10.75	\$13.19	\$17.65	\$23.00	\$26.47
Installation, maintenance, and repair occupations	10.00	12.50	15.64	23.70	29.30
Automotive technicians and repairers	14.35	14.35	14.35	20.06	32.94
Industrial machinery installation, repair, and maintenance workers	15.64	16.00	24.23	24.23	24.23
Production occupations	8.67	9.75	12.50	16.17	23.23
Electrical, electronics, and electromechanical assemblers	7.00	10.74	12.50	14.84	15.81
Electrical and electronic equipment assemblers	7.00	10.74	12.50	14.84	15.81
Miscellaneous assemblers and fabricators	9.00	9.00	10.89	11.50	14.00
Miscellaneous production workers	8.67	9.75	23.23	23.23	23.23
Transportation and material moving occupations	8.00	9.04	10.74	15.85	17.80
Driver/sales workers and truck drivers	10.51	11.00	14.86	15.00	18.75
Laborers and material movers, hand	7.61	8.39	10.01	10.60	13.82
Laborers and freight, stock, and material movers, hand	8.00	8.39	10.36	10.60	13.82

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

nonproduction bonuses; and tips.

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 8. State and local government workers: Hourly wage percentiles¹, Fort Collins-Loveland, CO, October 2006

Occupation ²	10	25	Median 50	75	90
All workers	\$11.42	\$15.94	\$23.92	\$36.25	\$49.49
Management occupations	17.16	23.23	33.65	42.82	49.51
Business and financial operations occupations	19.83	22.15	24.54	28.54	28.54
Education, training, and library occupations	16.64	26.41	32.21	43.89	57.76
Primary, secondary, and special education school teachers	29.23	29.63	31.19	41.75	49.97
Protective service occupations	16.58	23.79	29.02	34.22	39.72
Building and grounds cleaning and maintenance occupations	9.42	9.73	10.01	12.42	15.22
Office and administrative support occupations	13.30	13.90	16.04	17.37	19.72
Installation, maintenance, and repair occupations	15.00	21.60	30.16	32.83	37.81

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.

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 9. Full-time¹ civilian workers: Hourly wage percentiles², Fort Collins-Loveland, CO, October 2006

Occupation ³	Full-time workers				
	10	25	Median 50	75	90
All workers	\$9.50	\$12.27	\$16.30	\$25.00	\$37.20
Management occupations	17.09	22.75	31.14	42.82	55.52
Medical and health services managers	26.04	26.92	38.25	38.25	60.00
Business and financial operations occupations	14.25	22.20	24.54	28.54	37.21
Computer and mathematical science occupations	17.55	24.04	35.15	40.50	45.91
Computer software engineers	25.00	29.81	40.71	44.96	48.80
Computer support specialists	12.02	13.29	19.12	23.96	28.55
Architecture and engineering occupations	17.00	23.07	29.64	41.76	48.54
Engineers	25.82	28.43	37.20	47.82	50.14
Electrical and electronics engineers	27.47	33.72	37.20	48.54	50.14
Engineering technicians, except drafters	16.67	17.00	18.13	20.15	26.91
Electrical and electronic engineering technicians	16.52	17.00	17.00	24.79	26.91
Life, physical, and social science occupations	10.71	12.31	20.43	25.05	36.71
Community and social services occupations	10.25	15.76	20.01	26.61	37.55
Education, training, and library occupations	16.30	26.39	31.79	44.21	58.08
Primary, secondary, and special education school teachers	28.55	29.63	31.19	41.34	49.97
Arts, design, entertainment, sports, and media occupations	13.46	14.42	14.42	27.36	27.36
Healthcare practitioner and technical occupations	14.21	21.44	24.99	34.79	53.83
Registered nurses	15.75	22.46	24.99	27.84	29.51
Healthcare support occupations	9.35	10.11	11.00	12.20	13.37
Nursing, psychiatric, and home health aides	9.08	9.91	10.76	11.70	13.11
Nursing aides, orderlies, and attendants	8.55	9.90	11.10	12.10	13.16
Protective service occupations	15.12	23.39	28.96	34.22	39.72
Food preparation and serving related occupations	2.25	3.83	7.00	10.00	12.00
Cooks	7.00	9.00	10.00	11.59	12.00
Food service, tipped	2.13	2.25	3.00	5.24	8.75
Waiters and waitresses	2.13	2.25	2.35	3.00	8.75
Building and grounds cleaning and maintenance occupations	9.08	10.01	12.60	15.53	16.97
Building cleaning workers	7.50	9.36	10.01	12.34	15.22
Janitors and cleaners, except maids and housekeeping cleaners	7.65	9.42	10.01	12.84	15.22
Maids and housekeeping cleaners	7.25	8.00	9.00	11.35	11.82
Personal care and service occupations	8.00	9.21	10.00	12.00	14.50
Sales and related occupations	8.30	10.00	13.93	16.67	28.63
First-line supervisors/managers, sales workers	10.50	12.95	15.09	17.36	25.48
First-line supervisors/managers of retail sales workers	10.45	12.15	14.20	15.20	17.36
Retail sales workers	8.64	10.60	14.79	16.67	19.23
Cashiers, all workers	7.50	9.42	13.93	16.06	16.06
Cashiers	7.50	9.42	13.93	16.06	16.06
Retail salespersons	8.64	8.80	11.96	16.00	28.63
Office and administrative support occupations	10.25	12.00	14.33	16.59	19.70
First-line supervisors/managers of office and administrative support workers	13.59	14.42	18.51	18.51	18.51
Financial clerks	10.25	11.10	13.46	14.92	17.37
Bookkeeping, accounting, and auditing clerks	12.00	12.48	13.46	15.00	17.37
Customer service representatives	10.90	12.48	14.33	16.35	16.59
Secretaries and administrative assistants	11.13	13.90	14.01	16.44	18.17

See footnotes at end of table.

Table 9. Full-time¹ civilian workers: Hourly wage percentiles², Fort Collins-Loveland, CO, October 2006 — Continued

Occupation ³	Full-time workers				
	10	25	Median 50	75	90
Secretaries, except legal, medical, and executive	\$11.00	\$13.90	\$15.06	\$16.53	\$17.51
Office clerks, general	10.00	10.50	11.25	16.08	19.89
Construction and extraction occupations	10.75	13.19	17.65	23.00	26.47
Installation, maintenance, and repair occupations	14.35	15.00	19.80	26.43	37.16
Automotive technicians and repairers	14.35	14.35	14.35	20.06	32.94
Industrial machinery installation, repair, and maintenance workers	15.64	16.00	23.49	24.23	24.23
Production occupations	9.00	11.51	15.00	20.93	23.23
Electrical, electronics, and electromechanical assemblers	10.88	11.82	13.86	14.84	15.95
Electrical and electronic equipment assemblers	10.88	11.82	13.86	14.84	15.95
Transportation and material moving occupations	8.50	10.59	14.86	16.45	17.80
Driver/sales workers and truck drivers	11.00	14.86	14.86	15.00	22.21
Laborers and material movers, hand	7.61	8.50	10.01	11.15	14.00

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

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

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

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 10. Part-time¹ civilian workers: Hourly wage percentiles², Fort Collins-Loveland, CO, October 2006

Occupation ³	Part-time workers				
	10	25	Median 50	75	90
All workers	\$6.34	\$7.16	\$8.83	\$11.50	\$19.40
Education, training, and library occupations	9.75	10.63	23.92	32.45	32.45
Food preparation and serving related occupations	2.13	3.83	6.50	8.32	9.31
Cooks	7.00	7.25	8.32	9.25	10.25
Cooks, restaurant	8.00	8.32	8.50	9.75	11.00
Food service, tipped	2.13	2.13	3.25	4.00	5.17
Waiters and waitresses	2.13	2.13	2.13	3.83	4.00
Dining room and cafeteria attendants and bartender helpers	2.75	3.25	3.25	5.25	8.25
Fast food and counter workers	6.00	6.43	7.00	8.50	9.62
Combined food preparation and serving workers, including fast food	6.00	6.34	6.50	8.00	8.55
Building and grounds cleaning and maintenance occupations	7.00	7.00	8.00	11.00	11.48
Personal care and service occupations	7.21	7.75	8.00	8.07	9.75
Child care workers	7.50	7.75	8.00	8.06	8.83
Sales and related occupations	7.00	7.00	7.60	9.25	12.37
Retail sales workers	7.25	7.71	8.50	10.61	14.62
Cashiers, all workers	7.30	8.20	8.50	10.40	14.62
Cashiers	7.30	8.20	8.50	10.40	14.62
Retail salespersons	7.65	8.39	10.00	11.74	13.15
Office and administrative support occupations	8.00	9.13	10.00	12.00	15.70
Financial clerks	6.50	6.50	10.38	15.70	15.70
Production occupations	7.00	8.67	9.75	12.50	16.17
Miscellaneous production workers	8.67	8.67	9.75	13.00	13.00
Transportation and material moving occupations	7.28	8.39	9.04	10.36	11.55
Laborers and material movers, hand	7.28	8.39	10.36	10.36	11.55

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

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

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

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 11. Full-time¹ civilian workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Fort Collins-Loveland, CO, October 2006

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
All workers	\$20.30	\$16.30	\$805	\$651	39.6	\$39,918	\$33,717	1,967
Management occupations	33.56	31.14	1,401	1,285	41.7	71,903	67,392	2,142
Medical and health services managers	38.51	38.25	1,541	1,530	40.0	80,110	79,560	2,080
Business and financial operations occupations	25.71	24.54	1,049	968	40.8	54,523	50,315	2,121
Computer and mathematical science occupations	32.43	35.15	1,332	1,462	41.1	69,275	75,999	2,136
Computer software engineers	38.40	40.71	1,586	1,680	41.3	82,493	87,381	2,148
Computer support specialists	20.05	19.12	820	765	40.9	42,618	39,774	2,125
Architecture and engineering occupations	32.71	29.64	1,326	1,259	40.5	68,966	65,493	2,108
Engineers	37.50	37.20	1,528	1,488	40.7	79,459	77,380	2,119
Electrical and electronics engineers	39.88	37.20	1,595	1,488	40.0	82,960	77,380	2,080
Engineering technicians, except drafters	19.72	18.13	789	725	40.0	41,009	37,710	2,080
Electrical and electronic engineering technicians	19.79	17.00	792	680	40.0	41,162	35,366	2,080
Life, physical, and social science occupations	20.17	20.43	773	548	38.3	40,214	28,500	1,994
Community and social services occupations	23.36	20.01	878	942	37.6	41,632	38,806	1,782
Education, training, and library occupations	35.52	31.79	1,258	1,185	35.4	48,717	45,332	1,372
Primary, secondary, and special education school teachers	35.28	31.19	1,111	1,185	31.5	40,941	43,845	1,160
Arts, design, entertainment, sports, and media occupations	19.16	14.42	795	649	41.5	41,361	33,750	2,158
Healthcare practitioner and technical occupations	30.15	24.99	1,205	999	40.0	62,677	51,973	2,079
Registered nurses	24.59	24.99	984	999	40.0	51,142	51,973	2,080
Healthcare support occupations	11.21	11.00	445	430	39.7	23,128	22,381	2,063
Nursing, psychiatric, and home health aides	10.91	10.76	432	420	39.6	22,470	21,861	2,060
Nursing aides, orderlies, and attendants	11.11	11.10	439	444	39.5	22,833	23,088	2,055
Protective service occupations	28.67	28.96	1,287	1,287	44.9	66,934	66,913	2,335
Food preparation and serving related occupations	7.67	7.00	291	273	37.9	14,105	14,200	1,838
Cooks	10.30	10.00	395	400	38.4	20,562	20,800	1,996
Food service, tipped	3.84	3.00	142	105	36.9	7,100	5,460	1,849
Waiters and waitresses	3.54	2.35	131	94	37.0	6,465	4,828	1,825
Building and grounds cleaning and maintenance occupations	12.67	12.60	495	504	39.1	23,810	25,064	1,879
Building cleaning workers	10.62	10.01	405	401	38.1	18,129	19,596	1,706
Janitors and cleaners, except maids and housekeeping cleaners	10.79	10.01	414	401	38.4	19,600	20,827	1,817
Maids and housekeeping cleaners	9.29	9.00	331	320	35.7	10,647	10,000	1,146

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, Fort Collins-Loveland, CO, October 2006 — Continued

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
Personal care and service occupations	\$10.69	\$10.00	\$404	\$400	37.8	\$13,814	\$16,946	1,293
Sales and related occupations	15.97	13.93	651	548	40.7	33,488	27,664	2,097
First-line supervisors/managers, sales workers	16.89	15.09	672	604	39.8	34,942	31,393	2,069
First-line supervisors/managers of retail sales workers	15.21	14.20	604	568	39.7	31,417	29,536	2,066
Retail sales workers	14.82	14.79	607	569	40.9	31,034	28,475	2,094
Cashiers, all workers	12.77	13.93	483	526	37.8	23,401	23,795	1,832
Cashiers	12.77	13.93	483	526	37.8	23,401	23,795	1,832
Retail salespersons	14.75	11.96	610	478	41.3	31,696	24,877	2,148
Office and administrative support occupations	14.93	14.33	593	563	39.7	30,440	29,141	2,039
First-line supervisors/managers of office and administrative support workers	17.97	18.51	715	740	39.8	35,738	38,501	1,989
Financial clerks	13.22	13.46	529	538	40.0	27,470	27,995	2,078
Bookkeeping, accounting, and auditing clerks	13.95	13.46	558	538	40.0	29,020	27,995	2,080
Customer service representatives	14.05	14.33	562	573	40.0	29,226	29,806	2,080
Secretaries and administrative assistants	14.78	14.01	591	560	40.0	30,615	29,141	2,071
Secretaries, except legal, medical, and executive	14.95	15.06	598	602	40.0	30,857	31,200	2,063
Office clerks, general	13.49	11.25	516	450	38.2	26,812	23,400	1,987
Construction and extraction occupations	18.40	17.65	729	704	39.6	36,639	36,608	1,991
Installation, maintenance, and repair occupations	21.96	19.80	891	792	40.6	46,344	41,190	2,110
Automotive technicians and repairers	18.84	14.35	785	574	41.7	40,809	29,838	2,166
Industrial machinery installation, repair, and maintenance workers	21.11	23.49	844	940	40.0	43,914	48,855	2,080
Production occupations	16.43	15.00	656	603	40.0	34,137	31,358	2,078
Electrical, electronics, and electromechanical assemblers	13.45	13.86	538	554	40.0	27,968	28,829	2,080
Electrical and electronic equipment assemblers	13.45	13.86	538	554	40.0	27,968	28,829	2,080
Transportation and material moving occupations	13.79	14.86	536	594	38.8	27,400	30,389	1,987
Driver/sales workers and truck drivers	15.24	14.86	609	594	40.0	31,694	30,909	2,080
Laborers and material movers, hand ..	10.59	10.01	417	400	39.4	21,690	20,821	2,048

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.

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 12. Full-time¹ private industry workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Fort Collins-Loveland, CO, October 2006

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
All workers	\$18.44	\$15.53	\$739	\$612	40.1	\$37,479	\$31,443	2,032
Management occupations	33.59	31.14	1,413	1,296	42.1	73,501	67,392	2,188
Medical and health services managers	38.51	38.25	1,541	1,530	40.0	80,110	79,560	2,080
Business and financial operations occupations	26.17	24.19	1,077	968	41.1	55,980	50,315	2,139
Computer and mathematical science occupations	32.41	35.15	1,332	1,462	41.1	69,240	75,999	2,136
Computer software engineers	38.40	40.71	1,586	1,680	41.3	82,493	87,381	2,148
Computer support specialists	20.05	19.12	820	765	40.9	42,618	39,774	2,125
Architecture and engineering occupations	32.92	29.64	1,336	1,259	40.6	69,498	65,493	2,111
Engineers	37.25	34.75	1,520	1,488	40.8	79,021	77,380	2,121
Electrical and electronics engineers	39.88	37.20	1,595	1,488	40.0	82,960	77,380	2,080
Engineering technicians, except drafters	19.79	17.00	792	680	40.0	41,162	35,366	2,080
Electrical and electronic engineering technicians	19.79	17.00	792	680	40.0	41,162	35,366	2,080
Arts, design, entertainment, sports, and media occupations	19.16	14.42	795	649	41.5	41,361	33,750	2,158
Healthcare practitioner and technical occupations	23.41	21.44	935	858	40.0	48,636	44,595	2,078
Registered nurses	22.82	22.46	913	898	40.0	47,466	46,717	2,080
Healthcare support occupations	11.09	10.76	440	422	39.6	22,859	21,944	2,062
Nursing, psychiatric, and home health aides	10.86	10.55	430	420	39.6	22,371	21,861	2,060
Nursing aides, orderlies, and attendants	11.07	11.09	437	440	39.5	22,727	22,880	2,053
Food preparation and serving related occupations	7.67	7.00	291	273	37.9	14,105	14,200	1,838
Cooks	10.30	10.00	395	400	38.4	20,562	20,800	1,996
Food service, tipped	3.84	3.00	142	105	36.9	7,100	5,460	1,849
Waiters and waitresses	3.54	2.35	131	94	37.0	6,465	4,828	1,825
Building cleaning workers	9.99	8.93	383	335	38.4	14,115	13,821	1,414
Janitors and cleaners, except maids and housekeeping cleaners	10.26	8.50	406	335	39.6	15,957	16,120	1,556
Maids and housekeeping cleaners	9.29	9.00	331	320	35.7	10,647	10,000	1,146
Personal care and service occupations	10.69	10.00	404	400	37.8	13,814	16,946	1,293
Sales and related occupations	16.09	14.20	660	568	41.0	34,297	29,536	2,132
First-line supervisors/managers, sales workers	16.89	15.09	672	604	39.8	34,942	31,393	2,069
First-line supervisors/managers of retail sales workers	15.21	14.20	604	568	39.7	31,417	29,536	2,066
Retail sales workers	14.98	15.81	620	633	41.4	32,215	32,926	2,151
Cashiers, all workers	13.24	15.93	520	637	39.3	27,047	33,128	2,043
Cashiers	13.24	15.93	520	637	39.3	27,047	33,128	2,043
Retail salespersons	14.75	11.96	610	478	41.3	31,696	24,877	2,148
Office and administrative support occupations	14.70	13.94	583	558	39.7	30,173	28,995	2,052
Financial clerks	12.24	12.00	490	480	40.0	25,431	24,960	2,077

See footnotes at end of table.

Table 12. Full-time¹ private industry workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Fort Collins-Loveland, CO, October 2006 — Continued

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
Customer service representatives	\$14.05	\$14.33	\$562	\$573	40.0	\$29,226	\$29,806	2,080
Secretaries and administrative assistants	14.12	14.01	565	560	40.0	29,366	29,141	2,080
Office clerks, general	13.57	11.25	517	450	38.1	26,906	23,400	1,983
Construction and extraction occupations	18.40	17.65	730	704	39.6	36,643	36,608	1,991
Installation, maintenance, and repair occupations	20.25	17.00	826	729	40.8	42,932	37,919	2,120
Automotive technicians and repairers	18.84	14.35	785	574	41.7	40,809	29,838	2,166
Industrial machinery installation, repair, and maintenance workers	20.77	24.23	831	969	40.0	43,196	50,398	2,080
Production occupations	15.01	14.00	600	560	40.0	31,218	29,120	2,080
Electrical, electronics, and electromechanical assemblers	13.45	13.86	538	554	40.0	27,968	28,829	2,080
Electrical and electronic equipment assemblers	13.45	13.86	538	554	40.0	27,968	28,829	2,080
Transportation and material moving occupations	13.79	14.86	548	594	39.7	28,493	30,909	2,067
Driver/sales workers and truck drivers	15.24	14.86	609	594	40.0	31,694	30,909	2,080
Laborers and material movers, hand ..	10.59	10.01	417	400	39.4	21,690	20,821	2,048

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.

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 13. Full-time¹ State and local government workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Fort Collins-Loveland, CO, October 2006

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
All workers	\$28.07	\$24.65	\$1,067	\$952	38.0	\$48,647	\$43,845	1,733
Management occupations	33.49	33.65	1,367	1,250	40.8	67,757	71,770	2,023
Business and financial operations occupations	24.61	24.54	985	982	40.0	51,194	51,049	2,080
Education, training, and library occupations	35.86	32.44	1,268	1,185	35.3	49,599	46,154	1,383
Primary, secondary, and special education school teachers	35.82	31.19	1,121	1,185	31.3	41,330	43,845	1,154
Protective service occupations	30.59	29.92	1,398	1,444	45.7	72,683	75,109	2,376
Building and grounds cleaning and maintenance occupations	11.19	10.01	424	401	37.9	21,640	20,827	1,934
Office and administrative support occupations	16.12	15.96	642	638	39.8	31,760	32,088	1,970
Installation, maintenance, and repair occupations	27.06	30.16	1,082	1,206	40.0	56,286	62,733	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.

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 14. **Size of establishment: Mean hourly earnings¹ of private industry establishments for major occupational groups, Fort Collins-Loveland, CO, October 2006**

Occupational group ²	Total	1-99 workers	100-499 workers	500 workers or more
All workers	\$16.72	\$14.64	\$15.72	\$28.59
Management, professional, and related	28.67	23.89	27.84	35.39
Management, business, and financial	32.13	27.14	31.70	42.87
Professional and related	26.95	21.97	25.23	33.12
Service	9.00	9.17	8.02	—
Sales and office	13.64	13.45	12.37	30.45
Sales and related	13.22	12.16	12.29	—
Office and administrative support	14.00	14.45	12.44	—
Natural resources, construction, and maintenance	18.32	17.00	20.64	—
Construction and extraction	18.40	17.45	—	—
Installation, maintenance, and repair	18.11	15.81	—	—
Production, transportation, and material moving	13.17	11.99	11.35	17.49
Production	13.88	12.35	11.94	18.00
Transportation and material moving	12.50	11.75	10.36	—
	Relative error ³ (percent)			
All workers	1.9	4.1	6.6	5.1
Management, professional, and related	4.2	6.4	7.4	7.4
Management, business, and financial	6.3	8.0	7.6	10.9
Professional and related	5.6	12.2	11.5	9.5
Service	9.2	13.0	10.8	—
Sales and office	3.4	5.7	3.8	24.5
Sales and related	4.7	4.6	4.4	—
Office and administrative support	4.5	6.6	5.1	—
Natural resources, construction, and maintenance	4.0	5.3	6.0	—
Construction and extraction	4.7	6.8	—	—
Installation, maintenance, and repair	7.1	9.3	—	—
Production, transportation, and material moving	3.0	2.6	5.4	1.0
Production	4.5	4.2	5.1	.5
Transportation and material moving	2.8	4.5	12.1	—

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

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

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 15. Establishments with fewer than 100 workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours for full-time¹ private industry workers, Fort Collins-Loveland, CO, October 2006

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
All workers	\$16.56	\$15.00	\$664	\$600	40.1	\$33,476	\$30,576	2,021
Management occupations	27.51	26.92	1,195	1,195	43.4	62,117	62,140	2,258
Business and financial operations occupations ...	27.17	27.40	1,120	1,096	41.2	58,263	57,000	2,145
Healthcare support occupations	11.01	10.55	440	422	40.0	22,898	21,944	2,080
Food preparation and serving related occupations	7.57	7.72	286	280	37.8	13,609	12,823	1,797
Cooks	9.90	10.00	396	400	40.0	20,595	20,800	2,080
Food service, tipped	3.97	3.00	146	105	36.7	7,162	5,460	1,803
Personal care and service occupations	10.49	10.00	393	400	37.4	13,582	16,946	1,294
Sales and related occupations	15.23	14.70	637	588	41.8	33,112	30,576	2,173
Retail sales workers	16.65	16.10	707	644	42.5	36,771	33,490	2,209
Office and administrative support occupations	15.24	15.11	602	578	39.5	31,093	30,000	2,040
Financial clerks	11.95	12.00	478	480	40.0	24,854	24,960	2,080
Office clerks, general	13.05	11.25	495	450	37.9	25,737	23,400	1,973
Construction and extraction occupations	17.45	15.00	690	600	39.5	34,295	29,370	1,965
Installation, maintenance, and repair occupations	18.35	15.64	757	626	41.3	39,389	32,527	2,147
Automotive technicians and repairers	18.84	14.35	785	574	41.7	40,809	29,838	2,166
Production occupations	14.18	14.25	567	570	40.0	29,485	29,648	2,080
Transportation and material moving occupations	13.03	12.50	516	446	39.6	26,824	23,192	2,059
Driver/sales workers and truck drivers	15.21	14.86	608	594	40.0	31,638	30,909	2,080
Laborers and material movers, hand	10.90	10.60	428	424	39.2	22,232	22,040	2,040

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.

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 16. Establishments with 100 workers or more: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours for full-time¹ private industry workers, Fort Collins-Loveland, CO, October 2006

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
All workers	\$21.39	\$17.00	\$856	\$672	40.0	\$43,834	\$34,819	2,049
Management occupations	39.68	32.40	1,619	1,401	40.8	84,209	72,868	2,122
Business and financial operations occupations ...	25.15	23.16	1,032	926	41.0	53,665	48,177	2,133
Architecture and engineering occupations	33.55	31.49	1,367	1,302	40.7	71,080	67,683	2,119
Engineers	39.72	41.76	1,632	1,738	41.1	84,858	90,355	2,136
Engineering technicians, except drafters	19.79	17.00	792	680	40.0	41,162	35,366	2,080
Electrical and electronic engineering technicians	19.79	17.00	792	680	40.0	41,162	35,366	2,080
Healthcare practitioner and technical occupations	26.57	24.99	1,061	999	39.9	55,161	51,973	2,076
Registered nurses	25.02	24.32	1,001	973	40.0	52,045	50,586	2,080
Food preparation and serving related occupations	7.82	6.83	297	273	37.9	14,837	14,213	1,898
Building and grounds cleaning and maintenance occupations	10.49	9.36	400	335	38.1	16,185	16,640	1,542
Building cleaning workers	10.49	9.36	400	335	38.1	16,185	16,640	1,542
Janitors and cleaners, except maids and housekeeping cleaners	11.08	10.30	436	400	39.3	22,660	20,800	2,044
Sales and related occupations	17.50	13.20	695	532	39.7	36,155	27,664	2,066
Retail sales workers	12.21	12.00	484	478	39.6	25,178	24,877	2,062
Office and administrative support occupations	13.52	13.00	542	520	40.0	28,139	26,915	2,081
Customer service representatives	12.80	13.18	512	527	40.0	26,632	27,414	2,080
Construction and extraction occupations	21.01	19.05	841	762	40.0	43,462	39,624	2,068
Installation, maintenance, and repair occupations	23.19	24.23	928	969	40.0	48,236	50,398	2,080
Production occupations	15.39	14.00	616	560	40.0	32,014	29,120	2,080
Electrical, electronics, and electromechanical assemblers	13.45	13.86	538	554	40.0	27,968	28,829	2,080
Electrical and electronic equipment assemblers	13.45	13.86	538	554	40.0	27,968	28,829	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.

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 17. Union¹ and nonunion workers: Mean hourly earnings² for major occupational groups, Fort Collins-Loveland, CO, October 2006

Occupational group ³	Union			Nonunion		
	Civilian workers	Private industry workers	State and local government workers	Civilian workers	Private industry workers	State and local government workers
All workers	\$25.04	\$18.79	–	\$18.11	\$16.63	\$26.19
Management, professional, and related	39.27	–	–	30.03	28.72	33.00
Management, business, and financial	–	–	–	31.87	32.24	30.84
Professional and related	–	–	–	29.18	26.97	33.81
Service	–	–	–	9.98	9.00	16.48
Sales and office	–	–	–	13.80	13.61	15.77
Sales and related	–	–	–	13.14	13.18	–
Office and administrative support	–	–	–	14.27	13.96	16.12
Natural resources, construction, and maintenance	–	–	–	18.57	17.89	26.56
Construction and extraction	–	–	–	18.03	18.04	–
Installation, maintenance, and repair	–	–	–	19.66	17.48	27.06
Production, transportation, and material moving	17.48	17.48	–	13.31	12.41	21.25
Production	–	–	–	14.11	12.46	–
Transportation and material moving	–	–	–	12.44	12.37	–
	Relative error ⁴ (percent)					
All workers	5.7	7.5	–	1.9	2.1	2.4
Management, professional, and related	3.6	–	–	3.2	4.2	3.9
Management, business, and financial	–	–	–	4.8	6.3	6.2
Professional and related	–	–	–	3.7	5.7	3.5
Service	–	–	–	7.1	9.3	14.3
Sales and office	–	–	–	3.3	3.6	3.0
Sales and related	–	–	–	4.8	4.8	–
Office and administrative support	–	–	–	3.9	4.8	1.5
Natural resources, construction, and maintenance	–	–	–	6.2	6.2	15.6
Construction and extraction	–	–	–	7.6	7.6	–
Installation, maintenance, and repair	–	–	–	9.9	8.3	15.4
Production, transportation, and material moving	10.7	10.7	–	3.0	2.0	8.7
Production	–	–	–	4.9	2.7	–
Transportation and material moving	–	–	–	2.1	2.1	–

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.

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 18. Time and incentive workers¹: Mean hourly earnings² for major occupational groups, Fort Collins-Loveland, CO, October 2006

Occupational group ³	Time		Incentive	
	Civilian workers	Private industry workers	Civilian workers	Private industry workers
All workers	\$18.48	\$16.65	\$17.90	\$17.90
Management, professional, and related	30.60	28.72	—	—
Management, business, and financial	32.01	32.44	—	—
Professional and related	30.02	26.95	—	—
Service	9.97	9.00	—	—
Sales and office	13.26	12.98	17.80	17.80
Sales and related	12.54	12.58	16.97	16.97
Office and administrative support	13.76	13.31	18.55	18.55
Natural resources, construction, and maintenance	19.12	18.49	—	—
Construction and extraction	—	18.40	—	—
Installation, maintenance, and repair	20.86	18.77	—	—
Production, transportation, and material moving	13.76	13.03	—	—
Production	15.12	13.88	—	—
Transportation and material moving	12.27	12.20	—	—
	Relative error ⁴ (percent)			
All workers	1.8	2.0	3.5	3.5
Management, professional, and related	3.1	4.3	—	—
Management, business, and financial	5.2	7.1	—	—
Professional and related	3.4	5.6	—	—
Service	7.1	9.2	—	—
Sales and office	3.4	3.8	6.6	6.6
Sales and related	6.0	6.0	5.3	5.3
Office and administrative support	3.6	4.3	13.7	13.7
Natural resources, construction, and maintenance	4.7	4.3	—	—
Construction and extraction	—	4.7	—	—
Installation, maintenance, and repair	9.5	8.9	—	—
Production, transportation, and material moving	3.1	2.4	—	—
Production	5.4	4.5	—	—
Transportation and material moving	2.2	2.3	—	—

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

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

³ Workers are classified by occupation using the 2000

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

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 19. Industry sector¹: Mean hourly earnings² for private industry workers by major occupational group, Fort Collins-Loveland, CO, October 2006

Occupational group ³	Goods producing		Service providing						
	Construction	Manufacturing	Trade, transportation, and utilities	Information	Financial activities	Professional and business services	Education and health services	Leisure and hospitality	Other services
All workers	\$18.21	-	-	\$20.07	\$16.36	\$15.28	\$18.78	\$7.36	\$17.40
Management, professional, and related	-	-	-	23.27	27.77	-	25.90	-	-
Management, business, and financial	-	-	-	-	27.77	-	34.60	-	-
Professional and related	-	-	-	21.85	-	-	22.89	-	-
Service	-	-	-	-	-	-	10.10	6.85	11.43
Sales and office	13.98	-	-	14.96	13.60	11.97	13.27	11.19	-
Sales and related	-	-	-	-	-	-	-	-	-
Office and administrative support	13.98	-	-	-	14.23	13.42	13.09	11.31	-
Natural resources, construction, and maintenance	18.10	-	-	-	-	-	-	-	21.81
Installation, maintenance, and repair	-	-	-	-	-	-	-	-	21.81
Production, transportation, and material moving	-	-	-	-	-	9.75	-	-	-
Production	-	-	-	-	-	-	-	-	-
Transportation and material moving	-	-	-	-	-	-	-	-	-
Relative error ⁴ (percent)									
All workers	2.7	-	-	11.4	7.1	10.9	6.4	3.9	6.5
Management, professional, and related	-	-	-	10.9	5.1	-	6.6	-	-
Management, business, and financial	-	-	-	-	5.1	-	13.6	-	-
Professional and related	-	-	-	2.6	-	-	6.8	-	-
Service	-	-	-	-	-	-	4.3	.7	7.4
Sales and office	1.4	-	-	14.2	.7	13.7	5.6	2.7	-
Sales and related	-	-	-	-	-	-	-	-	-
Office and administrative support	1.4	-	-	-	3.6	10.9	5.5	1.6	-
Natural resources, construction, and maintenance	4.9	-	-	-	-	-	-	-	11.3
Installation, maintenance, and repair	-	-	-	-	-	-	-	-	11.3
Production, transportation, and material moving	-	-	-	-	-	6.7	-	-	-
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.

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Appendix A: Technical Note

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

Planning for the survey

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

Survey scope

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

The Fort Collins–Loveland, CO, Metropolitan Statistical Area consists of Larimer County.

Sampling frame

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

Sample design

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

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

Data collection

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

Occupational selection and classification

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

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

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

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

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

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

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

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

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

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

Occupational leveling

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

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

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

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

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

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

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

Combined work levels

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

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

Collection period

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

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

Earnings

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

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

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

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

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

Definition of terms

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

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

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

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

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

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

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

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

Processing and analyzing the data

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

Weighting and nonresponse

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

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

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

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

Estimation

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

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

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

Percentiles

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

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

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

Data reliability

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

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

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

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

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

Appendix table 1. **Number of workers¹ represented by the survey, Fort Collins-Loveland, CO, October 2006**

Occupational group ²	Civilian workers	Private industry workers	State and local government workers
All workers	120,300	100,000	20,300
Management, professional, and related	30,800	18,600	12,200
Management, business, and financial	7,800	5,700	2,100
Professional and related	23,000	12,900	10,100
Service	26,100	23,100	3,100
Sales and office	34,100	31,300	2,800
Sales and related	15,800	15,600	–
Office and administrative support	18,200	15,700	2,500
Natural resources, construction, and maintenance	15,100	14,000	1,100
Construction and extraction	9,700	9,600	–
Installation, maintenance, and repair	5,400	4,400	1,000
Production, transportation, and material moving	14,200	12,900	1,300
Production	6,600	5,800	–
Transportation and material moving	7,500	7,200	–

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

² Workers are classified by occupation using the

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Appendix table 2. **Survey establishment response, Fort Collins-Loveland, CO, October 2006**

Establishments	Total	Private industry	State and local government
Total in sampling frame ¹	8,297	8,282	16
Total in sample	278	262	16
Responding	158	145	13
Refused or unable to provide data	65	63	2
Out of business or not in survey scope	55	54	1

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

government entity.

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.