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HIGHLIGHTS OF HICKORY-LENOIR-MORGANTON, NC NATIONAL COMPENSATION SURVEY JANUARY 2008

Workers in the Hickory-Lenoir-Morganton Metropolitan Statistical Area (MSA) earned an average of \$14.99 per hour in January 2008, according to new survey results from the National Compensation Survey (NCS) released by the U.S. Department of Labor's Bureau of Labor Statistics (BLS). Regional Commissioner Janet S. Rankin noted that wage data were reported for workers in a wide range of occupational groups, including average hourly earnings of \$22.05 for healthcare practitioner and technical occupations and \$16.83 for installation, maintenance, and repair occupations. Another occupational group, office and administrative support occupations, had a mean hourly wage rate of \$13.86. The NCS data available for the Hickory-Lenoir-Morganton area include earnings for 16 major occupational groups with additional detail for selected occupations within those groups. (See table 1.)

Registered nurses, part of the healthcare practitioner and technical occupational group, earned \$28.76 per hour. Within the installation, maintenance, and repair occupations, general maintenance and repair workers averaged \$20.26 per hour, while industry machinery mechanics earned \$19.89. Customer service representatives, an occupation within the office and administrative support occupational group, averaged \$14.07, and general office clerks earned \$12.39 per hour. (See table 1.)

Broad coverage of selected occupational characteristics is available from NCS for the local area. Full-time workers averaged \$15.68 per hour while their part-time counterparts earned \$8.56. Non-union workers averaged \$14.93. (There was no wage data for union workers.) Workers in establishments with 1-99 workers averaged \$13.01 per hour, those in establishments with 100-499 workers earned \$15.23, and those in establishments with 500 or more employees earned \$18.50.

The occupational wage data available from NCS may be used by businesses for establishing pay plans, making decisions concerning plant relocation, and in collective bargaining negotiations. Individuals may use such data to help choose potential careers. NCS results also include the work level and respective earnings for occupations determined by a point factor leveling process. The four occupational leveling factors are: knowledge, job controls and complexity, contacts, and physical environment. Details on the NCS are available at www.bls.gov/ncs/home.htm.

The NCS data reported here covered 228 establishments with one or more workers in private industry and State and local governments. Agricultural establishments, private households, the self-employed, and the Federal Government were excluded from the survey. This sample of establishments represented 154,400 workers in the Hickory-Lenoir-Morganton, NC Metropolitan Statistical Area (MSA) which is comprised of Alexander, Burke, Caldwell, and Catawba Counties in North Carolina.

Survey Availability

Complete survey results are contained in the Hickory-Lenoir-Morganton, NC National Compensation Survey January 2008 which is available on the Internet in both text and PDF formats at www.bls.gov/ncs/ocs/compub.htm.

For personal assistance or further information on the National Compensation Survey data, as well as other Bureau data, contact the Southeast Information Office by calling (404) 893-4222 from 9:00 a.m. to 12:00 p.m. and 1:00 p.m. to 4:00 p.m. ET.

Table 1. **Civilian workers: Mean hourly earnings¹ for full-time and part-time workers², Hickory-Lenoir-Morganton, NC, January 2008**

Occupation ³	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
All workers	\$14.99	2.1	\$15.68	2.1	\$8.56	4.5
Management occupations	33.80	9.0	33.80	9.0	—	—
General and operations managers	39.61	11.9	39.61	11.9	—	—
Business and financial operations occupations	24.87	8.6	24.87	8.6	—	—
Community and social services occupations	23.25	9.1	23.25	9.1	—	—
Education, training, and library occupations	21.84	2.5	22.08	2.7	17.52	3.3
Primary, secondary, and special education school teachers	24.79	.6	24.79	.6	—	—
Elementary and middle school teachers	25.02	.4	25.02	.4	—	—
Elementary school teachers, except special education	25.02	.4	25.02	.4	—	—
Teacher assistants	12.17	4.1	11.71	3.0	—	—
Healthcare practitioner and technical occupations	22.05	8.5	22.31	9.4	18.61	11.2
Registered nurses	28.76	6.3	29.05	6.3	24.92	.6
Therapists	27.28	7.4	—	—	—	—
Clinical laboratory technologists and technicians	16.30	13.1	16.41	14.9	—	—
Medical and clinical laboratory technicians	15.11	9.6	—	—	—	—
Diagnostic related technologists and technicians	25.19	4.4	25.15	4.5	—	—
Licensed practical and licensed vocational nurses	17.97	8.1	18.33	8.4	—	—
Healthcare support occupations	9.76	3.8	10.06	3.4	—	—
Nursing, psychiatric, and home health aides	9.01	3.8	9.43	6.5	—	—
Home health aides	8.42	2.0	—	—	—	—
Nursing aides, orderlies, and attendants	10.01	14.7	10.01	14.7	—	—
Miscellaneous healthcare support occupations	12.85	4.8	12.04	1.9	—	—
Medical assistants	12.46	2.6	12.29	2.8	—	—
Protective service occupations	12.82	8.2	13.16	6.8	—	—
Food preparation and serving related occupations	7.68	11.7	8.82	9.6	6.47	10.0
Cooks	7.27	1.0	7.36	3.2	7.10	3.7
Food service, tipped	5.18	34.0	—	—	—	—
Waiters and waitresses	3.66	25.2	—	—	—	—
Fast food and counter workers	7.57	5.5	—	—	7.25	7.3
Combined food preparation and serving workers, including fast food	7.57	5.5	—	—	7.25	7.3
Building and grounds cleaning and maintenance occupations	9.97	9.5	11.03	15.8	7.55	5.9
Building cleaning workers	8.51	3.9	9.01	12.0	7.55	5.9
Janitors and cleaners, except maids and housekeeping cleaners	8.40	5.2	8.76	13.0	—	—
Personal care and service occupations	8.44	3.0	—	—	—	—
Sales and related occupations	12.06	2.8	13.35	3.3	7.18	3.9
Retail sales workers	11.09	3.6	12.43	5.3	7.18	3.9
Cashiers, all workers	8.09	12.0	8.83	13.8	7.04	2.5
Cashiers	8.09	12.0	8.83	13.8	7.04	2.5
Retail salespersons	13.90	6.2	—	—	—	—
Office and administrative support occupations	13.86	4.3	14.14	3.9	9.06	5.2
First-line supervisors/managers of office and administrative support workers	18.25	8.1	18.25	8.1	—	—
Financial clerks	12.60	8.9	13.33	6.5	—	—
Bookkeeping, accounting, and auditing clerks	13.34	5.8	13.52	6.8	—	—
Customer service representatives	14.07	1.7	14.07	1.7	—	—
Production, planning, and expediting clerks	13.59	7.5	13.59	7.5	—	—
Shipping, receiving, and traffic clerks	14.16	5.0	14.16	5.0	—	—
Secretaries and administrative assistants	13.07	2.5	13.07	2.5	—	—
Office clerks, general	12.39	3.4	12.39	3.4	—	—

See footnotes at end of table.

Table 1. **Civilian workers: Mean hourly earnings¹ for full-time and part-time workers², Hickory-Lenoir-Morganton, NC, January 2008** — Continued

Occupation ³	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
Construction and extraction occupations	\$12.86	11.2	\$12.86	11.2	—	—
Installation, maintenance, and repair occupations	16.83	2.9	16.83	2.9	—	—
Industrial machinery installation, repair, and maintenance workers	19.35	2.5	19.35	2.5	—	—
Industrial machinery mechanics	19.89	2.1	19.89	2.1	—	—
Maintenance and repair workers, general	20.26	2.8	20.26	2.8	—	—
Production occupations	14.33	2.6	14.35	2.6	—	—
First-line supervisors/managers of production and operating workers	18.36	1.5	18.36	1.5	—	—
Electrical, electronics, and electromechanical assemblers	11.93	10.9	11.93	10.9	—	—
Miscellaneous assemblers and fabricators	12.22	4.7	12.33	3.9	—	—
Sewing machine operators	13.48	9.7	13.54	9.5	—	—
Textile machine setters, operators, and tenders	12.84	7.0	12.84	7.0	—	—
Textile knitting and weaving machine setters, operators, and tenders	13.61	8.1	13.61	8.1	—	—
Miscellaneous textile, apparel, and furnishings workers ..	18.88	5.5	18.88	5.5	—	—
Upholsters	21.76	4.0	21.76	4.0	—	—
Woodworking machine setters, operators, and tenders ...	14.32	2.4	14.32	2.4	—	—
Woodworking machine setters, operators, and tenders, except sawing	15.04	1.5	15.04	1.5	—	—
Crushing, grinding, polishing, mixing, and blending workers	13.20	6.2	13.20	6.2	—	—
Cutting workers	14.57	8.3	14.57	8.3	—	—
Cutters and trimmers, hand	14.66	3.0	14.66	3.0	—	—
Inspectors, testers, sorters, samplers, and weighers	14.56	5.0	14.56	5.0	—	—
Painting workers	12.18	3.8	12.18	3.8	—	—
Miscellaneous production workers	13.18	5.1	13.18	5.1	—	—
Helpers--production workers	11.76	10.7	11.76	10.7	—	—
Transportation and material moving occupations	13.38	8.3	13.76	8.3	\$10.30	10.9
Driver/sales workers and truck drivers	15.56	15.8	15.71	16.0	—	—
Industrial truck and tractor operators	12.61	5.9	12.39	6.3	—	—
Laborers and material movers, hand	11.01	3.1	11.35	1.4	9.52	11.9
Laborers and freight, stock, and material movers, hand	11.61	2.7	12.04	3.3	10.42	8.3
Packers and packagers, hand	10.70	5.1	11.27	2.7	—	—

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

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 Workers are classified by occupation using the 2000 Standard

Occupational Classification (SOC) system.

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.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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