

National Compensation Survey: Occupational Wages in the United States, July 2004



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Summary 05-02

Earnings averaged \$18.09 per hour in July 2004 for private industry and State and local government workers in the United States. Average hourly earnings were lower for private industry workers (\$17.25) than for State and local government workers (\$22.77) in July 2004. Part of this difference can be explained by differences in the occupational and industrial composition of the two sectors. For example, high-paying professional specialty and technical occupations are more common in State and local government than in private industry. (See the appendix table on page 16 for the number of workers by occupational group.)

This summary presents aggregated national earnings data from the National Compensation Survey (NCS) for:

- Sectors of the economy (private industry, State and local government, and total)
- Worker characteristics, including occupational detail
- Establishment characteristics
- Geographic areas

The data in this summary are a subset of occupational earnings data from the NCS. Table 1 highlights the major types of data available by sector of the economy—private industry, State and local government, and total. Table 2 shows similar data for metropolitan and nonmetropolitan areas. Table 3 provides data for specific occupations, including separate estimates for full- and part-time workers.

Worker characteristics. Earnings varied by occupational group; full- and part-time status; union and nonunion status; and time and incentive pay. White-collar workers, who averaged \$22.34 per hour, were the highest paid among the three major occupational groups. Blue-collar pay averaged \$15.46 per hour, while the pay of service occupations averaged \$10.65.

Among white-collar subgroups, average hourly earnings ranged from \$14.21 for administrative support workers to \$32.43 for executive, administrative, and managerial workers. Blue-collar workers' earnings ranged from \$11.61 for handlers, equipment cleaners, helpers, and laborers to \$19.46 for precision production, craft, and repair workers.

Earnings were higher for full-time than for part-time workers, averaging \$19.14 per hour and \$10.01 per hour, respectively. Earnings within occupations were generally higher for full-time than for part-time workers, but the difference also reflects the occupational composition of the two groups. The NCS classifies workers as full and part time based on the employer's definition of those terms.

Pay also was higher for union workers (\$22.18 per hour) than for nonunion workers (\$17.21 per hour). Incentive workers (whose wages are based, at least in part, on productivity payments such as piece rates, commissions, and production bonuses) earned, on average, \$22.45 per hour. In contrast, time workers, whose wages are based solely on an hourly rate or salary, averaged \$17.86 per hour.

Earnings also varied among occupations within occupational groups. For example, average hourly earnings in administrative support, including clerical occupations were \$14.21, with a range from \$8.95 for hotel clerks to \$21.53 for supervisors of distribution, scheduling, and adjusting clerks. (See table 3.)

Establishment characteristics. Earnings generally varied by the employment size of the establishment and by industry.¹ In private industry, average hourly earnings ranged from \$15.35 in establishments employing between 1 and 99 workers to \$25.93 in those with 2,500 workers or more. Workers employed in goods-producing industries earned more (\$18.96) than did those in service-producing industries (\$16.63).

The occupational wages reported in this summary include data for private sector establishments with 1 worker or more and for State and local government establishments with 50 workers or more.

Geographic area. Among the nine census divisions, average hourly earnings ranged from \$14.49 in the East South Central division to \$20.70 in the Pacific division. In private industry, average hourly earnings ranged from \$13.87 in the East South Central division to \$19.62 in the Middle Atlantic division and \$19.63 in the Pacific division. Earnings for State and local government workers ranged from \$18.99 in the East South Central division to \$26.45 in the Pacific division.

¹ Estimates for goods-producing and service-producing industries are for private industry only.

Additional occupational earnings data. More detailed information on average hourly earnings by occupation will be published later this year in the national bulletin. It will include:

- Occupational detail
- Occupational earnings by work level
- Summary data for the nine census divisions
- Summary data for the 10 largest metropolitan areas

In addition, supplementary tables will be available online later this year at www.bls.gov/ncs/home.htm. These tables will include:

- National occupational wage percentiles
- National average weekly earnings and hours for full-time workers
- National average annual earnings and hours for full-time workers
- Census division average hourly earnings by occupational detail and work level

TABLE 1. Mean hourly earnings¹ and weekly hours by selected characteristics, private industry and State and local government, United States, National Compensation Survey,² July 2004

Worker and establishment characteristics and geographic areas	Total			Private industry			State and local government		
	Hourly earnings		Mean weekly hours	Hourly earnings		Mean weekly hours	Hourly earnings		Mean weekly hours
	Mean	Relative error ³ (percent)		Mean	Relative error ³ (percent)		Mean	Relative error ³ (percent)	
Total	\$18.09	0.9	35.7	\$17.25	1.0	35.6	\$22.77	1.1	36.8
Worker characteristics:⁴									
White-collar occupations ⁵	22.34	.6	36.1	21.53	.8	36.0	25.73	1.0	36.5
Professional specialty and technical ...	29.40	1.3	36.3	28.87	1.6	36.4	30.50	1.0	36.1
Executive, administrative, and managerial	32.43	2.1	39.9	32.84	2.5	40.2	30.48	2.4	38.4
Sales	15.20	2.1	32.3	15.21	2.1	32.3	14.22	5.4	34.1
Administrative support	14.21	.6	36.6	14.13	.7	36.6	14.57	1.2	36.5
Blue-collar occupations ⁵	15.46	.9	38.0	15.34	1.0	38.1	17.59	1.5	37.6
Precision production, craft, and repair	19.46	1.0	39.5	19.41	1.1	39.5	20.05	2.0	39.8
Machine operators, assemblers, and inspectors	13.70	1.2	39.1	13.69	1.2	39.1	16.70	9.8	38.4
Transportation and material moving ...	15.01	1.7	37.7	14.83	1.9	38.1	16.64	2.0	34.4
Handlers, equipment cleaners, helpers, and laborers	11.61	1.3	35.0	11.42	1.3	34.8	14.45	2.6	38.6
Service occupations ⁵	10.65	1.5	31.8	9.12	1.1	30.7	17.06	1.8	37.1
Full time	19.14	1.0	39.6	18.36	1.0	39.7	23.17	1.1	38.8
Part time	10.01	1.0	20.5	9.59	1.1	20.6	15.57	3.0	19.2
Union	22.18	.7	36.8	20.32	1.0	36.9	24.80	1.3	36.7
Nonunion	17.21	1.1	35.5	16.83	1.1	35.4	20.82	2.1	36.8
Time	17.86	1.0	35.6	16.93	1.0	35.4	22.77	1.1	36.8
Incentive	22.45	4.2	38.3	22.45	4.2	38.3	-	-	-
Establishment characteristics:									
Goods producing	(⁶)	(⁶)	(⁶)	18.96	1.1	39.5	(⁶)	(⁶)	(⁶)
Service producing	(⁶)	(⁶)	(⁶)	16.63	1.2	34.3	(⁶)	(⁶)	(⁶)
1 to 99 workers ⁷	15.39	1.1	34.5	15.35	1.1	34.5	18.23	3.6	36.1
100 to 499 workers	17.23	.9	36.3	16.73	1.0	36.4	21.18	1.5	35.6
500 to 999 workers	19.94	2.2	37.0	19.05	2.8	37.3	23.00	1.7	36.1
1,000 to 2,499 workers	21.65	3.5	36.7	21.27	4.3	36.7	22.64	2.5	36.6
2,500 workers or more	24.72	2.4	37.4	25.93	4.9	37.3	23.69	1.5	37.6
Geographic areas:⁸									
Metropolitan	18.59	.7	35.7	17.76	.8	35.5	23.64	1.0	36.7
Nonmetropolitan	14.79	3.3	36.2	13.50	3.6	35.9	19.15	2.1	36.9
New England	20.12	2.8	34.5	19.20	3.1	34.4	26.10	2.3	35.8
Middle Atlantic	20.59	.7	35.0	19.62	.9	35.0	26.15	1.4	35.5
East North Central	18.21	1.3	35.3	17.38	1.4	35.2	23.57	2.0	36.0
West North Central	16.84	3.1	35.3	16.02	1.9	35.0	21.40	5.1	37.2
South Atlantic	16.71	1.3	36.2	16.05	1.6	35.7	19.94	1.3	38.4
East South Central	14.49	7.6	37.4	13.87	7.9	37.4	18.99	3.8	37.4
West South Central	16.07	1.9	36.6	15.47	2.3	36.3	19.10	1.2	38.2
Mountain	16.90	2.6	35.8	15.80	2.5	35.6	23.00	3.5	37.2
Pacific	20.70	1.8	35.7	19.63	2.6	35.8	26.45	1.2	35.4

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, and 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 This survey covers all 50 States. Data were collected between December 2003 and January 2005. The average reference period was July 2004.

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 Technical Note.

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 A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. For more information, see appendix B in "National Compensation Survey: Occupational Wages in the United States" on the BLS Internet site www.bls.gov/ocs/compub.htm.

⁶ Classification of establishments into goods-producing and service-producing industries applies to private industry only.

⁷ Estimates include private establishments employing 1 to 99 workers and State and local government establishments employing 50 to 99 workers.

⁸ Data are presented for metropolitan and nonmetropolitan area divisions as well as nine census divisions. See Technical Note for a list of States making up the nine census divisions.

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

TABLE 2. Mean hourly earnings¹ and weekly hours by selected characteristics, metropolitan and nonmetropolitan areas,² United States, National Compensation Survey,³ July 2004

Worker and establishment characteristics and geographic areas	Total			Metropolitan areas			Nonmetropolitan areas		
	Hourly earnings		Mean weekly hours	Hourly earnings		Mean weekly hours	Hourly earnings		Mean weekly hours
	Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)	
Total	\$18.09	0.9	35.7	\$18.59	0.7	35.7	\$14.79	3.3	36.2
Private industry	17.25	1.0	35.6	17.76	.8	35.5	13.50	3.6	35.9
State and local government	22.77	1.1	36.8	23.64	1.0	36.7	19.15	2.1	36.9
Worker characteristics:⁵									
White-collar occupations ⁶	22.34	.6	36.1	22.78	.6	36.1	18.45	2.0	36.1
Professional specialty and technical ...	29.40	1.3	36.3	30.13	1.3	36.3	23.99	2.3	36.1
Executive, administrative, and managerial	32.43	2.1	39.9	32.89	2.3	39.9	27.39	2.4	39.9
Sales	15.20	2.1	32.3	15.59	2.3	32.3	11.44	3.6	32.6
Administrative support	14.21	.6	36.6	14.46	.6	36.6	12.00	1.9	36.6
Blue-collar occupations ⁶	15.46	.9	38.0	15.66	1.0	37.9	14.32	2.7	38.6
Precision production, craft, and repair	19.46	1.0	39.5	19.73	1.1	39.5	17.74	3.2	39.8
Machine operators, assemblers, and inspectors	13.70	1.2	39.1	13.80	1.2	39.0	13.27	4.2	39.6
Transportation and material moving ...	15.01	1.7	37.7	15.08	1.9	37.7	14.58	4.4	37.7
Handlers, equipment cleaners, helpers, and laborers	11.61	1.3	35.0	11.78	1.4	34.8	10.53	2.9	36.3
Service occupations ⁶	10.65	1.5	31.8	10.92	1.2	31.5	9.39	3.1	33.3
Full time	19.14	1.0	39.6	19.70	.7	39.5	15.44	3.7	39.6
Part time	10.01	1.0	20.5	10.12	1.0	20.5	9.23	3.0	20.8
Union	22.18	.7	36.8	22.56	.8	36.7	19.11	3.0	38.0
Nonunion	17.21	1.1	35.5	17.70	.9	35.5	14.03	3.6	35.9
Time	17.86	1.0	35.6	18.34	.8	35.6	14.70	3.3	36.0
Incentive	22.45	4.2	38.3	23.11	4.6	38.2	16.79	6.3	40.0
Establishment characteristics:									
Goods producing ⁷	18.96	1.1	39.5	-	-	-	-	-	-
Service producing ⁷	16.63	1.2	34.3	-	-	-	-	-	-
1 to 99 workers ⁸	15.39	1.1	34.5	15.69	1.2	34.6	12.98	2.6	34.0
100 to 499 workers	17.23	.9	36.3	17.66	1.0	36.2	15.12	2.2	36.9
500 to 999 workers	19.94	2.2	37.0	20.46	2.2	36.8	17.83	5.8	37.8
1,000 to 2,499 workers	21.65	3.5	36.7	22.61	1.8	36.4	16.56	15.2	38.2
2,500 workers or more	24.72	2.4	37.4	25.32	1.0	37.3	14.19	30.3	40.0
Geographic areas:⁹									
New England	20.12	2.8	34.5	20.62	2.5	34.5	15.85	5.9	34.6
Middle Atlantic	20.59	.7	35.0	20.80	.6	35.1	16.59	5.6	35.0
East North Central	18.21	1.3	35.3	18.60	1.5	35.3	15.58	3.1	35.6
West North Central	16.84	3.1	35.3	17.61	3.6	35.5	14.00	4.0	35.0
South Atlantic	16.71	1.3	36.2	17.06	1.5	36.1	14.35	2.6	36.8
East South Central	14.49	7.6	37.4	15.42	4.3	36.6	12.99	16.1	38.7
West South Central	16.07	1.9	36.6	16.22	2.0	36.7	14.94	5.3	35.7
Mountain	16.90	2.6	35.8	16.97	3.0	35.8	16.60	4.7	35.5
Pacific	20.70	1.8	35.7	20.94	1.8	35.7	16.43	2.5	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, and 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 A metropolitan area can be a Metropolitan Statistical Area (MSA) or Consolidated Metropolitan Statistical Area (CMSA) as defined by the Office of Management and Budget, 1994. Nonmetropolitan areas are counties that do not fit the definitions above.

³ This survey covers all 50 States. Data were collected between December 2003 and January 2005. The average reference period was July 2004.

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 Technical Note.

⁵ 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.

⁶ A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. For more information, see appendix B in "National Compensation Survey: Occupational Wages in the United States" on the BLS Internet site www.bls.gov/ocs/compub.htm.

⁷ Classification of establishments into goods-producing and service-producing industries applies to private industry only.

⁸ Estimates include private establishments employing 1 to 99 workers and State and local government establishments employing 50 to 99 workers.

⁹ Data are presented for nine census divisions. See Technical Note for a list of States making up the nine census divisions.

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

TABLE 3. Mean hourly earnings¹ and weekly hours for selected occupations, full-time and part-time workers,² United States, National Compensation Survey,³ July 2004

Occupation ⁴	Total			Full time			Part time		
	Hourly earnings		Mean weekly hours	Hourly earnings		Mean weekly hours	Hourly earnings		Mean weekly hours
	Mean	Relative error ⁵ (percent)		Mean	Relative error ⁵ (percent)		Mean	Relative error ⁵ (percent)	
All	\$18.09	0.9	35.7	\$19.14	1.0	39.6	\$10.01	1.0	20.5
All, excluding sales	18.38	1.1	36.1	19.26	1.1	39.5	10.54	1.2	20.5
White collar	22.34	.6	36.1	23.40	.7	39.5	12.61	1.3	20.3
White collar, excluding sales	23.87	.7	37.1	24.36	.8	39.3	16.68	1.8	20.0
Professional specialty and technical	29.40	1.3	36.3	29.77	1.3	38.9	23.92	2.1	18.3
Professional specialty	31.65	1.1	36.3	32.02	1.2	38.9	25.89	2.1	17.6
Engineers, architects, and surveyors	34.86	1.4	40.3	34.87	1.4	40.4	31.88	14.8	21.6
Architects	32.54	4.2	40.3	32.54	4.2	40.4	-	-	-
Aerospace engineers	41.15	7.8	39.8	41.08	7.9	40.1	-	-	-
Metallurgical and materials engineers	30.13	4.3	40.3	30.13	4.3	40.3	-	-	-
Petroleum engineers	43.26	8.3	40.0	43.26	8.3	40.0	-	-	-
Chemical engineers	37.97	4.6	39.8	37.97	4.6	39.8	-	-	-
Nuclear engineers	37.13	5.1	40.0	37.13	5.1	40.0	-	-	-
Civil engineers	31.60	3.7	40.2	31.59	3.7	40.2	-	-	-
Electrical and electronic engineers	37.32	2.7	40.6	37.42	2.7	40.7	-	-	-
Industrial engineers	31.53	2.1	40.7	31.56	2.2	41.0	-	-	-
Mechanical engineers	31.70	2.5	40.4	31.68	2.5	40.8	-	-	-
Engineers, n.e.c.	36.59	3.0	40.1	36.59	3.0	40.1	-	-	-
Surveyors and mapping scientists	32.36	9.5	40.1	32.36	9.5	40.1	-	-	-
Mathematical and computer scientists	35.07	2.2	39.9	35.12	2.2	40.1	30.04	9.1	25.0
Computer systems analysts and scientists	35.12	2.2	39.9	35.17	2.2	40.1	30.04	9.1	25.0
Operations and systems researchers and analysts	35.35	4.4	40.0	35.35	4.4	40.0	-	-	-
Actuaries	33.09	10.1	41.9	33.09	10.1	41.9	-	-	-
Statisticians	25.31	11.1	39.3	25.31	11.1	39.3	-	-	-
Natural scientists	29.16	4.8	39.8	29.19	4.8	40.0	25.65	11.0	23.1
Physicists and astronomers	38.63	10.3	39.8	38.63	10.3	39.8	-	-	-
Chemists, except biochemists	30.64	6.0	39.9	30.64	6.0	39.9	-	-	-
Geologists and geodesists	33.16	6.9	41.1	33.16	6.9	41.1	-	-	-
Physical scientists, n.e.c.	30.99	7.9	41.1	30.99	7.9	41.1	-	-	-
Agricultural and food scientists	29.40	6.6	38.3	29.16	7.1	40.0	-	-	-
Biological and life scientists	27.95	14.5	38.8	28.09	14.8	39.2	-	-	-
Forestry and conservation scientists	20.89	10.1	39.8	20.89	10.1	39.8	-	-	-
Medical scientists	25.14	4.1	39.0	25.11	4.1	39.6	-	-	-
Health related	30.62	3.0	34.7	30.86	3.5	39.4	29.27	1.9	20.6
Physicians	57.90	11.4	41.1	57.38	11.9	43.1	74.89	5.7	16.4
Dentists	42.91	14.2	31.7	38.48	10.8	41.2	-	-	-
Optometrists	57.44	14.4	34.1	58.93	15.2	38.0	-	-	-
Health diagnosing practitioners, n.e.c.	34.70	9.3	39.2	34.77	9.3	40.1	-	-	-
Registered nurses	26.87	1.2	33.8	26.61	1.4	38.9	28.05	1.9	21.1
Pharmacists	41.27	2.0	33.6	42.69	.8	39.7	32.61	12.8	17.3
Dietitians	21.12	3.8	36.6	21.08	4.2	39.8	21.47	5.0	21.4
Respiratory therapists	21.57	2.9	34.7	21.95	2.6	38.8	19.50	8.3	22.1
Occupational therapists	26.06	4.1	32.9	25.30	5.1	39.0	28.72	3.9	21.3
Physical therapists	28.97	1.8	35.5	28.47	1.7	39.6	34.47	6.6	16.8
Speech therapists	27.91	6.1	34.2	27.94	6.9	38.0	27.63	10.0	17.4
Therapists, n.e.c.	20.75	13.7	36.8	19.25	12.7	39.5	34.62	29.9	22.5
Physicians' assistants	33.78	5.3	37.6	34.22	5.0	40.1	-	-	-
Teachers, college and university	41.43	2.7	34.6	41.96	2.6	39.3	32.77	4.8	11.8
Earth, environmental, and marine science teachers	52.84	12.4	36.0	53.02	12.6	38.3	-	-	-
Biological science teachers	41.32	10.4	38.9	41.76	10.6	40.2	28.27	24.9	19.9
Chemistry teachers	37.52	9.3	40.5	37.57	9.4	41.1	-	-	-
Physics teachers	53.77	11.8	38.5	53.77	11.8	38.5	-	-	-
Natural science teachers, n.e.c.	38.47	10.8	36.8	40.03	10.1	39.6	-	-	-
Psychology teachers	37.15	8.9	37.3	37.39	9.1	39.5	24.81	11.4	9.4
Economics teachers	63.98	18.7	43.0	64.02	18.7	43.0	-	-	-
History teachers	38.31	10.8	39.7	38.14	11.2	41.2	-	-	-
Political science teachers	34.91	8.2	38.1	34.84	8.2	39.0	-	-	-
Sociology teachers	44.52	15.0	39.3	44.54	15.0	39.4	-	-	-
Social science teachers, n.e.c.	42.13	5.3	37.6	41.54	5.5	39.5	-	-	-
Engineering teachers	56.55	10.8	37.7	57.10	11.8	41.7	49.10	21.9	16.3
Mathematical science teachers	39.64	11.7	35.4	40.09	11.4	38.9	29.92	18.8	12.0

See footnotes at end of table.

TABLE 3. Mean hourly earnings¹ and weekly hours for selected occupations, full-time and part-time workers,² United States, National Compensation Survey,³ July 2004—Continued

Occupation ⁴	Total			Full time			Part time		
	Hourly earnings		Mean weekly hours	Hourly earnings		Mean weekly hours	Hourly earnings		Mean weekly hours
	Mean	Relative error ⁵ (percent)		Mean	Relative error ⁵ (percent)		Mean	Relative error ⁵ (percent)	
White collar —Continued									
Professional specialty and technical —Continued									
Professional specialty—Continued									
Teachers, college and university—Continued									
Computer science teachers	\$41.82	14.7	33.8	\$42.68	16.3	38.0	\$39.84	1.3	26.8
Medical science teachers	53.00	9.6	39.7	53.26	9.8	45.0	—	—	—
Health specialties teachers	40.42	6.3	36.3	40.77	6.6	38.3	29.04	9.7	13.4
Business, commerce, and marketing teachers ..	42.57	12.7	37.4	42.64	12.7	38.9	35.76	11.0	8.1
Agriculture and forestry teachers	39.86	27.8	36.9	39.86	27.8	36.9	—	—	—
Art, drama, and music teachers	34.19	7.6	31.6	35.06	8.3	38.5	22.44	17.8	9.2
Physical education teachers	32.70	8.4	20.6	35.36	6.2	38.1	21.79	25.8	7.1
Education teachers	38.21	8.4	37.4	38.34	8.4	38.7	22.84	21.9	7.5
English teachers	44.13	11.6	35.3	44.60	11.6	37.9	29.51	9.0	11.3
Foreign language teachers	33.14	18.9	35.3	34.19	19.9	40.2	24.53	18.5	17.6
Law teachers	57.05	11.4	26.2	58.95	11.6	37.7	—	—	—
Social work teachers	30.77	19.3	29.8	—	—	—	—	—	—
Theology teachers	41.66	7.8	39.3	41.78	7.9	39.5	—	—	—
Trade and industrial teachers	30.41	10.0	32.0	30.49	10.7	38.9	29.16	12.3	9.2
Other post-secondary teachers	40.25	3.0	31.5	40.98	3.1	38.6	32.57	5.6	10.7
Teachers, except college and university	30.91	1.3	34.5	31.36	1.2	36.7	19.68	6.3	13.6
Prekindergarten and kindergarten	19.45	7.9	35.3	20.03	7.8	38.0	14.35	15.3	21.7
Elementary school teachers	32.46	1.2	36.1	32.53	1.2	36.5	24.98	7.5	16.8
Secondary school teachers	32.53	1.7	36.6	32.52	1.7	37.0	33.07	9.0	16.9
Teachers, special education	33.62	3.4	34.6	33.67	3.7	35.6	31.02	24.5	15.5
Teachers, n.e.c.	31.27	2.3	29.4	32.10	2.6	36.4	22.37	10.1	9.6
Substitute teachers	13.54	3.9	15.0	12.00	10.1	34.0	13.90	4.2	13.3
Vocational and educational counselors	28.52	4.7	37.1	28.56	4.8	37.8	26.92	20.8	22.8
Librarians, archivists, and curators	27.89	4.5	36.9	28.08	4.5	37.8	20.93	4.2	20.0
Librarians	28.25	4.6	37.0	28.47	4.6	37.9	21.07	4.1	20.4
Archivists and curators	25.50	11.1	36.3	25.57	11.1	36.8	—	—	—
Social scientists and urban planners	29.25	5.8	36.7	29.56	5.9	39.4	23.04	17.9	15.4
Economists	33.02	8.0	41.7	33.02	8.0	41.7	—	—	—
Psychologists	28.49	7.9	34.2	29.00	7.8	38.1	23.09	18.0	16.4
Social scientists, n.e.c.	25.00	13.4	36.8	25.00	13.4	38.2	—	—	—
Urban planners	26.33	4.9	35.4	26.41	5.0	39.5	—	—	—
Social, recreation, and religious workers	18.38	2.4	37.0	18.44	2.6	39.1	17.20	5.9	18.4
Social workers	18.51	2.6	37.4	18.48	2.7	38.9	19.39	5.9	18.1
Recreation workers	16.47	7.1	30.6	17.95	6.6	40.0	12.15	10.0	18.0
Clergy	17.58	11.8	42.8	17.53	12.3	46.2	—	—	—
Religious workers, n.e.c.	18.58	13.8	33.4	18.78	15.3	37.6	—	—	—
Lawyers and judges	48.89	4.7	40.6	48.95	4.7	41.7	45.16	13.5	16.4
Lawyers	48.60	4.8	40.8	48.63	4.9	41.8	46.81	14.3	16.6
Judges	56.14	12.8	36.8	57.41	12.6	39.6	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	24.70	4.2	34.9	25.67	4.6	39.4	12.89	9.2	14.5
Technical writers	32.11	11.0	40.3	32.61	11.0	40.5	—	—	—
Designers	21.41	7.3	37.1	22.19	6.8	39.7	10.35	13.9	19.2
Musicians and composers	33.89	12.8	24.4	35.45	17.9	37.2	18.20	26.4	5.5
Actors and directors	27.96	14.8	36.7	28.71	15.6	40.4	—	—	—
Painters, sculptors, craft artists, and artist printmakers	21.57	11.2	36.7	22.52	11.0	39.1	—	—	—
Photographers	16.46	13.0	35.8	16.60	11.7	39.4	14.91	36.4	17.5
Artists, performers, and related workers, n.e.c.	14.31	8.0	31.6	14.24	7.1	39.8	14.51	19.4	19.6
Editors and reporters	26.52	13.3	38.7	26.62	13.4	39.0	16.28	25.5	21.1
Public relations specialists	27.86	5.3	38.9	28.04	5.3	39.6	14.71	8.3	17.2
Announcers	36.79	31.3	23.3	48.04	32.8	37.3	10.74	19.9	12.5
Athletes	23.34	13.9	22.2	27.65	13.9	39.7	11.79	9.6	10.1
Professional, n.e.c.	32.62	6.2	38.9	32.58	6.5	40.1	—	—	—
Technical	21.53	2.5	36.3	21.77	2.7	38.9	18.75	3.9	20.3
Clinical laboratory technologists and technicians	17.90	2.5	36.3	17.82	2.6	38.9	18.94	4.9	19.9
Dental hygienists	30.86	3.7	26.1	32.10	4.0	33.8	28.80	4.2	19.0
Health record technologists and technicians	16.77	7.1	36.9	16.93	7.5	39.5	15.28	12.5	22.6

See footnotes at end of table.

TABLE 3. Mean hourly earnings¹ and weekly hours for selected occupations, full-time and part-time workers,² United States, National Compensation Survey,³ July 2004—Continued

Occupation ⁴	Total			Full time			Part time		
	Hourly earnings		Mean weekly hours	Hourly earnings		Mean weekly hours	Hourly earnings		Mean weekly hours
	Mean	Relative error ⁵ (percent)		Mean	Relative error ⁵ (percent)		Mean	Relative error ⁵ (percent)	
White collar –Continued									
Professional specialty and technical –Continued									
Technical –Continued									
Radiological technicians	\$23.45	2.8	34.5	\$23.27	3.0	39.4	\$24.57	8.0	19.5
Licensed practical nurses	16.87	1.1	35.4	16.74	1.2	39.2	17.61	2.6	22.2
Health technologists and technicians, n.e.c.	16.29	2.1	34.8	16.57	2.1	39.8	14.09	6.6	17.5
Electrical and electronic technicians	22.97	14.2	39.6	23.03	14.2	40.2	14.80	12.6	13.0
Industrial engineering technicians	23.02	5.0	40.2	23.02	5.0	40.2	–	–	–
Mechanical engineering technicians	23.23	3.9	40.1	23.25	3.9	40.2	–	–	–
Engineering technicians, n.e.c.	23.65	4.1	39.4	23.26	3.5	39.8	35.17	22.6	30.3
Drafters	21.38	3.8	39.6	21.52	3.9	40.0	–	–	–
Surveying and mapping technicians	16.07	7.0	39.7	16.07	7.0	39.7	–	–	–
Biological technicians	17.56	4.1	37.8	17.85	3.8	39.7	12.46	9.4	20.4
Chemical technicians	21.02	6.0	39.8	21.03	6.0	39.8	–	–	–
Science technicians, n.e.c.	20.35	10.3	39.5	20.78	10.1	39.9	–	–	–
Airplane pilots and navigators	113.82	7.1	20.5	118.58	5.7	20.9	–	–	–
Broadcast equipment operators	15.94	9.1	34.2	16.93	9.1	39.3	9.04	8.8	17.9
Computer programmers	28.98	6.6	38.8	29.05	6.7	39.9	26.02	22.9	18.0
Tool programmers, numerical control	20.50	6.6	40.0	20.50	6.6	40.0	–	–	–
Legal assistants	20.40	4.3	38.1	20.38	4.3	38.2	–	–	–
Technical and related, n.e.c.	19.85	6.9	38.4	20.38	6.6	40.0	11.88	21.2	24.3
Executive, administrative, and managerial	32.43	2.1	39.9	32.54	2.1	40.4	22.91	7.2	18.4
Executives, administrators, and managers	36.22	2.7	40.3	36.31	2.6	40.7	22.51	14.0	17.4
Legislators	15.91	20.0	13.3	15.40	32.0	38.3	16.51	25.6	7.6
Chief executives and general administrators, public administration	48.81	12.6	38.6	49.78	12.7	39.6	–	–	–
Administrators and officials, public administration	32.21	2.7	39.3	32.20	2.7	39.5	38.61	20.7	9.6
Financial managers	37.19	4.6	40.1	37.24	4.6	40.5	–	–	–
Personnel and labor relations managers	33.91	8.9	40.0	33.91	8.9	40.0	–	–	–
Purchasing managers	31.53	6.9	40.5	31.53	6.9	40.5	–	–	–
Managers, marketing, advertising, and public relations	48.65	10.6	41.0	48.67	10.6	41.0	–	–	–
Administrators, education and related fields	35.77	3.9	38.7	35.96	3.9	39.3	27.94	21.1	24.4
Managers, medicine and health	34.13	3.3	39.8	34.11	3.4	40.0	36.87	15.8	29.5
Managers, food servicing and lodging establishments	20.34	6.6	43.4	20.35	6.6	43.5	–	–	–
Managers, properties and real estate	20.45	5.7	38.4	21.37	4.3	39.6	–	–	–
Funeral directors	22.69	18.5	44.3	22.69	18.5	44.3	–	–	–
Managers, service organizations, n.e.c.	30.66	11.4	39.5	30.84	11.5	40.0	17.15	11.9	20.9
Managers and administrators, n.e.c.	37.76	3.5	41.2	37.76	3.5	41.2	–	–	–
Management related	26.31	1.4	39.1	26.38	1.5	39.9	23.14	6.0	19.1
Accountants and auditors	24.56	1.9	38.5	24.49	1.9	39.9	26.26	9.3	21.3
Underwriters	25.43	7.7	39.0	25.43	7.7	39.0	–	–	–
Other financial officers	34.60	6.1	39.9	34.68	6.2	40.1	22.54	15.3	23.6
Management analysts	29.08	4.7	39.8	29.10	4.8	40.1	–	–	–
Personnel, training, and labor relations specialists	23.78	2.5	38.0	23.89	2.5	40.4	19.62	12.0	11.6
Purchasing agents and buyers, farm products ..	25.15	15.8	39.4	25.15	15.8	39.4	–	–	–
Buyers, wholesale and retail trade, except farm products	26.61	4.4	40.1	26.61	4.4	40.1	–	–	–
Purchasing agents and buyers, n.e.c.	24.94	6.3	40.1	24.94	6.3	40.1	–	–	–
Business and promotional agents	23.28	7.5	39.7	23.28	7.5	39.7	–	–	–
Construction inspectors	22.94	4.9	39.0	23.03	4.8	39.7	–	–	–
Inspectors and compliance officers, except construction	22.44	3.4	39.7	22.46	3.4	40.0	–	–	–
Management related, n.e.c.	25.20	2.1	39.2	25.31	2.1	39.7	18.49	8.0	22.4
Sales	15.20	2.1	32.3	17.74	2.1	40.1	7.96	1.2	20.8
Supervisors, sales	19.56	3.7	41.3	19.67	3.7	41.7	8.94	10.6	20.9
Insurance sales	23.47	8.0	39.8	23.57	8.0	40.3	–	–	–
Real estate sales	30.69	28.0	36.0	31.51	28.6	39.9	–	–	–

See footnotes at end of table.

TABLE 3. Mean hourly earnings¹ and weekly hours for selected occupations, full-time and part-time workers,² United States, National Compensation Survey,³ July 2004—Continued

Occupation ⁴	Total			Full time			Part time		
	Hourly earnings		Mean weekly hours	Hourly earnings		Mean weekly hours	Hourly earnings		Mean weekly hours
	Mean	Relative error ⁵ (percent)		Mean	Relative error ⁵ (percent)		Mean	Relative error ⁵ (percent)	
White collar –Continued									
Sales –Continued									
Securities and financial services sales	\$45.36	9.7	39.7	\$45.46	9.6	39.8	–	–	–
Advertising and related sales	22.02	13.0	39.1	22.10	13.1	39.3	–	–	–
Sales, other business services	23.44	7.0	37.1	24.98	5.9	40.4	\$8.26	3.3	20.4
Sales engineers	35.78	8.1	41.7	35.78	8.1	41.7	–	–	–
Sales representatives, mining, manufacturing, and wholesale	26.54	3.7	39.8	26.73	3.7	40.3	10.26	8.9	19.7
Sales workers, motor vehicles and boats	20.75	5.4	41.7	20.40	5.3	44.1	–	–	–
Sales workers, apparel	9.33	5.5	24.6	11.13	8.8	37.2	7.49	2.9	18.3
Sales workers, shoes	8.80	9.5	22.5	10.97	9.5	37.6	7.24	6.0	17.5
Sales workers, furniture and home furnishings ..	12.77	10.2	28.2	16.63	10.0	41.9	8.42	5.5	20.5
Sales workers, radio, tv, hi-fi, and appliances ...	9.66	5.8	30.9	10.24	9.5	39.6	8.97	4.4	24.6
Sales workers, hardware and building supplies	13.37	5.0	35.9	14.27	5.4	40.6	10.02	3.1	25.0
Sales workers, parts	13.76	5.7	35.9	14.70	5.4	40.6	7.96	7.2	20.9
Sales workers, other commodities	11.68	3.7	29.3	13.78	4.6	39.3	7.86	1.8	20.0
Sales counter clerks	9.39	4.3	30.1	10.46	4.4	38.9	7.08	3.8	20.3
Cashiers	8.68	1.4	28.6	9.49	1.7	39.2	7.74	1.4	21.8
Street and door-to-door sales workers	18.31	21.6	35.9	21.92	21.6	39.9	8.53	14.0	28.2
News vendors	10.15	6.5	22.8	–	–	–	9.94	6.0	22.4
Demonstrators, promoters, and models, sales ..	12.04	4.2	22.9	–	–	–	–	–	–
Sales support, n.e.c.	13.85	6.1	34.6	15.20	6.5	39.9	8.33	4.3	22.3
Administrative support, including clerical									
Supervisors, general office	14.21	.6	36.6	14.51	.7	39.3	11.15	1.3	21.5
Supervisors, computer equipment operators	19.38	3.8	38.9	19.47	3.8	39.4	–	–	–
Supervisors, financial records processing	18.58	13.6	39.8	18.58	13.6	39.8	–	–	–
Chief communications operators	21.25	2.9	39.2	21.25	2.9	39.2	–	–	–
Supervisors, distribution, scheduling, and adjusting clerks	20.50	4.7	40.0	20.50	4.7	40.0	–	–	–
Computer operators	21.53	4.5	40.0	21.55	4.5	40.1	–	–	–
Peripheral equipment operators	15.76	3.2	39.1	15.86	3.3	39.9	10.49	8.4	18.5
Secretaries	14.09	7.8	37.0	14.30	8.1	39.5	–	–	–
Stenographers	16.11	1.0	37.5	16.22	1.0	38.9	13.73	4.5	21.4
Typists	18.31	6.6	36.5	17.72	6.2	38.7	25.11	35.4	22.4
Interviewers	14.81	2.4	36.5	15.02	2.5	38.5	11.77	5.8	20.3
Hotel clerks	11.80	4.8	32.0	12.31	4.2	39.7	9.62	9.7	17.4
Transportation ticket and reservation agents	8.95	1.8	36.1	9.03	2.0	39.2	8.39	3.9	22.7
Receptionists	14.78	5.6	35.4	14.62	6.1	39.5	15.52	6.5	23.9
Information clerks, n.e.c.	11.19	1.8	34.4	11.52	2.0	39.5	9.34	3.3	20.0
Classified ad clerks	13.23	2.3	37.0	13.60	2.1	39.6	10.31	6.8	24.5
Correspondence clerks	12.53	6.9	36.2	12.82	6.7	38.8	–	–	–
Order clerks	14.08	3.7	39.7	14.16	3.6	40.0	–	–	–
Personnel clerks, except payroll and timekeeping	14.30	3.4	38.2	14.65	3.1	39.8	9.73	7.2	24.9
Library clerks	15.85	2.8	39.3	15.91	2.8	39.9	12.60	12.8	22.4
File clerks	12.45	2.8	29.8	13.17	3.5	38.3	10.58	3.3	18.9
Records clerks, n.e.c.	10.87	3.1	33.0	11.35	2.7	39.1	9.05	5.5	20.7
Bookkeepers, accounting and auditing clerks ...	13.75	1.7	38.2	13.86	1.8	39.5	11.74	6.0	24.5
Payroll and timekeeping clerks	14.64	2.6	37.1	14.88	2.6	39.4	11.48	2.7	20.8
Billing clerks	15.81	3.1	36.8	16.07	3.0	39.7	11.07	4.8	15.8
Cost and rate clerks	13.17	2.6	37.7	13.20	2.7	39.7	12.51	3.8	17.2
Billing, posting, and calculating machine operators	12.28	12.2	40.3	12.28	12.2	40.3	–	–	–
Duplicating machine operators	13.01	3.5	31.4	14.04	5.7	39.0	10.44	2.6	21.1
Mail preparing and paper handling machine operators	12.19	8.8	38.3	12.30	9.2	39.9	9.55	4.5	19.9
Office machine operators, n.e.c.	12.47	7.5	39.1	12.55	7.4	39.5	–	–	–
Telephone operators	10.05	6.4	38.6	10.08	6.6	39.6	–	–	–
Communications equipment operators, n.e.c.	13.11	7.9	34.9	14.07	7.2	38.8	8.84	7.1	24.3
Mail clerks, except postal service	11.27	13.1	31.3	12.20	12.7	39.0	–	–	–
Messengers	12.44	6.2	35.2	12.80	7.0	38.8	10.37	7.6	23.0
Dispatchers	9.81	8.1	31.3	10.07	11.4	39.3	9.19	7.1	21.0
	16.53	6.1	39.1	16.70	6.1	40.5	11.00	11.4	18.6

See footnotes at end of table.

TABLE 3. Mean hourly earnings¹ and weekly hours for selected occupations, full-time and part-time workers,² United States, National Compensation Survey,³ July 2004—Continued

Occupation ⁴	Total			Full time			Part time		
	Hourly earnings		Mean weekly hours	Hourly earnings		Mean weekly hours	Hourly earnings		Mean weekly hours
	Mean	Relative error ⁵ (percent)		Mean	Relative error ⁵ (percent)		Mean	Relative error ⁵ (percent)	
White collar —Continued									
Administrative support, including clerical —Continued									
Production coordinators	\$18.00	3.5	40.0	\$17.98	3.5	40.0	—	—	—
Traffic, shipping and receiving clerks	13.48	2.5	38.3	13.53	2.6	39.9	—	—	—
Stock and inventory clerks	12.60	2.2	36.1	12.92	2.5	39.7	\$9.53	3.2	19.4
Meter readers	17.45	3.9	37.6	17.61	4.1	40.0	13.36	8.7	14.6
Weighers, measurers, checkers, and samplers	15.76	6.9	37.8	15.79	6.9	40.0	—	—	—
Expeditors	15.95	4.6	36.9	16.73	4.1	39.5	9.83	10.3	24.1
Material recording, scheduling, and distribution clerks, n.e.c.	11.72	4.4	37.5	11.92	4.5	39.8	8.60	2.7	19.4
Insurance adjusters, examiners, and investigators	18.61	4.4	38.2	18.71	4.4	39.0	15.08	13.3	21.7
Investigators and adjusters, except insurance ...	15.56	2.3	37.8	15.76	2.3	39.7	12.48	6.4	21.4
Eligibility clerks, social welfare	15.01	2.6	38.8	15.08	2.6	39.0	—	—	—
Bill and account collectors	13.94	5.3	37.4	14.23	6.1	39.4	10.40	8.4	23.3
General office clerks	13.25	1.1	36.1	13.56	1.1	39.1	10.61	4.0	21.6
Bank tellers	10.65	1.4	34.4	10.89	1.7	39.4	9.69	1.5	22.8
Proofreaders	15.31	17.0	35.1	17.64	18.2	40.0	10.94	18.2	28.5
Data entry keyers	12.44	2.4	36.4	12.50	2.4	39.6	11.95	8.1	22.9
Statistical clerks	14.68	4.5	37.8	14.99	4.7	39.3	10.42	15.1	24.9
Teachers' aides	11.76	1.3	31.1	11.11	1.5	35.6	13.68	2.0	22.6
Administrative support, n.e.c.	14.20	1.7	36.0	14.57	1.8	39.3	11.26	5.7	21.9
Blue collar	15.46	.9	38.0	15.86	.9	40.0	9.40	1.7	21.5
Precision production, craft, and repair									
Supervisors, mechanics and repairers	23.77	3.6	41.0	23.79	3.6	41.0	—	—	—
Automobile mechanics	18.37	3.1	39.2	18.58	3.2	40.3	—	—	—
Automobile mechanic apprentices	13.64	12.0	40.5	13.80	12.4	40.9	—	—	—
Bus, truck, and stationary engine mechanics	17.87	2.5	39.7	18.00	2.3	40.1	—	—	—
Aircraft engine mechanics	26.68	6.9	40.1	26.68	6.9	40.1	—	—	—
Small engine repairers	15.01	8.3	39.9	15.05	8.3	40.0	—	—	—
Automobile body and related repairers	16.09	3.5	39.7	16.00	3.6	40.0	—	—	—
Aircraft mechanics, except engine	25.63	6.9	40.0	25.64	6.9	40.0	—	—	—
Heavy equipment mechanics	18.88	3.3	40.0	18.89	3.3	40.0	—	—	—
Farm equipment mechanics	14.50	3.9	41.4	14.54	3.9	41.4	—	—	—
Industrial machinery repairers	20.72	2.5	39.9	20.72	2.5	39.9	—	—	—
Machinery maintenance	15.92	4.7	39.8	15.92	4.7	39.8	—	—	—
Electronic repairers, communications and industrial equipment	21.90	5.4	39.3	21.89	5.4	39.9	23.03	9.6	15.2
Data processing equipment repairers	20.41	10.4	39.6	20.41	10.4	39.6	—	—	—
Household appliance and power tool repairers	16.05	5.8	39.8	16.01	5.8	40.2	—	—	—
Telephone line installers and repairers	25.23	4.2	39.9	25.23	4.2	39.9	—	—	—
Telephone installers and repairers	23.83	2.9	40.0	23.83	2.9	40.0	—	—	—
Heating, air conditioning, and refrigeration mechanics	17.37	3.3	40.0	17.37	3.3	40.0	—	—	—
Locksmiths and safe repairers	15.09	10.4	41.3	15.09	10.4	41.3	—	—	—
Office machine repairers	16.47	11.6	39.9	16.47	11.6	39.9	—	—	—
Mechanical controls and valve repairers	22.35	3.8	39.5	22.53	3.7	40.0	—	—	—
Millwrights	22.63	5.9	40.0	22.63	5.9	40.0	—	—	—
Mechanics and repairers, n.e.c.	16.59	2.2	38.8	16.66	2.3	39.5	11.34	26.7	16.9
Supervisors, brickmasons, stonemasons, and tilers	21.75	14.3	40.0	21.75	14.3	40.0	—	—	—
Supervisors, carpenters and related workers	26.19	6.0	40.6	26.19	6.0	40.6	—	—	—
Supervisors, electricians and power transmission installers	29.45	4.2	40.2	29.45	4.2	40.2	—	—	—
Supervisors, painters, paperhangers, and plasterers	21.31	5.3	40.4	21.31	5.3	40.4	—	—	—
Supervisors, plumbers, pipefitters, and steamfitters	28.68	4.2	40.0	28.68	4.2	40.0	—	—	—
Supervisors, construction trades, n.e.c.	21.56	4.7	40.2	21.56	4.7	40.2	—	—	—
Brickmasons and stonemasons	27.50	6.5	38.5	27.44	6.7	40.0	—	—	—

See footnotes at end of table.

TABLE 3. Mean hourly earnings¹ and weekly hours for selected occupations, full-time and part-time workers,² United States, National Compensation Survey,³ July 2004—Continued

Occupation ⁴	Total			Full time			Part time		
	Hourly earnings		Mean weekly hours	Hourly earnings		Mean weekly hours	Hourly earnings		Mean weekly hours
	Mean	Relative error ⁵ (percent)		Mean	Relative error ⁵ (percent)		Mean	Relative error ⁵ (percent)	
Blue collar—Continued									
Precision production, craft, and repair—Continued									
Tile setters, hard and soft	\$19.70	20.4	40.0	\$19.70	20.4	40.0	—	—	—
Carpet installers	20.47	18.3	40.0	20.47	18.3	40.0	—	—	—
Carpenters	19.28	4.1	39.2	19.27	4.1	39.9	\$21.47	23.4	11.7
Carpenter apprentices	15.58	7.4	38.9	15.64	7.9	40.0	—	—	—
Drywall installers	16.32	4.8	40.0	16.32	4.8	40.0	—	—	—
Electricians	25.15	2.3	39.5	25.15	2.3	39.7	—	—	—
Electrician apprentices	15.14	3.8	39.8	15.14	3.8	39.8	—	—	—
Electrical power installers and repairers	26.63	2.6	40.0	26.62	2.6	40.0	—	—	—
Painters, construction and maintenance	14.54	4.7	39.2	14.55	4.7	39.4	—	—	—
Plasterers	14.84	8.4	39.4	14.84	8.4	39.4	—	—	—
Plumbers, pipefitters and steamfitters	22.96	3.1	39.9	22.96	3.1	39.9	—	—	—
Plumber, pipefitter, and steamfitter apprentices	14.52	4.5	40.0	14.52	4.5	40.0	—	—	—
Concrete and terrazzo finishers	18.53	9.6	39.4	18.53	9.6	39.4	—	—	—
Glaziers	17.98	7.1	38.8	17.83	6.9	40.0	—	—	—
Insulation workers	17.65	11.1	40.0	17.65	11.1	40.0	—	—	—
Paving, surfacing, and tamping equipment operators	15.89	16.5	41.7	15.89	16.5	41.7	—	—	—
Roofers	17.71	8.4	39.0	17.72	8.4	39.2	—	—	—
Sheet metal duct installers	24.19	12.5	40.0	24.19	12.5	40.0	—	—	—
Structural metal workers	20.23	6.2	40.0	20.23	6.2	40.0	—	—	—
Construction trades, n.e.c.	17.56	5.4	39.5	17.54	5.5	39.9	20.23	21.8	15.2
Supervisors, extractive	25.91	16.6	41.7	25.91	16.6	41.7	—	—	—
Drillers, oil well	25.59	26.9	46.9	25.59	26.9	46.9	—	—	—
Mining machine operators	20.31	11.2	40.0	20.31	11.2	40.0	—	—	—
Mining, n.e.c.	26.30	1.5	40.0	26.30	1.5	40.0	—	—	—
Supervisors, production	21.22	2.3	40.5	21.25	2.3	40.4	—	—	—
Tool and die makers	23.21	3.5	40.1	23.21	3.5	40.1	—	—	—
Tool and die maker apprentices	18.49	9.5	40.0	18.49	9.5	40.0	—	—	—
Precision assemblers, metal	20.20	6.6	40.0	20.20	6.6	40.0	—	—	—
Machinists	19.59	2.5	39.8	19.60	2.5	40.0	—	—	—
Machinist apprentices	13.96	10.5	37.6	—	—	—	—	—	—
Boilermakers	17.16	7.8	39.9	17.16	7.8	39.9	—	—	—
Precision grinders, filers, and tool sharpeners ..	17.63	7.5	39.9	17.63	7.5	39.9	—	—	—
Patternmakers and modelmakers, metal	20.98	9.6	40.0	20.98	9.6	40.0	—	—	—
Layout workers	18.98	17.2	40.0	18.98	17.2	40.0	—	—	—
Precious stones and metals workers	14.38	14.9	39.8	14.38	14.9	39.8	—	—	—
Sheet metal workers	18.86	6.9	39.5	18.86	6.9	39.5	—	—	—
Patternmakers and modelmakers, wood	18.00	14.6	40.0	18.00	14.6	40.0	—	—	—
Cabinet makers and bench carpenters	12.85	6.7	38.7	13.05	6.1	40.0	—	—	—
Furniture and wood finishers	13.04	6.9	38.1	13.18	7.0	40.0	—	—	—
Tailors	13.94	12.9	29.5	14.55	13.6	39.2	—	—	—
Upholsterers	14.65	16.2	40.0	14.65	16.2	40.0	—	—	—
Hand molders and shapers, except jewelers	15.52	13.1	40.0	15.52	13.1	40.0	—	—	—
Patternmakers, layout workers, and cutters	18.63	7.0	40.0	18.63	7.0	40.0	—	—	—
Dental laboratory and medical appliance technicians	15.53	3.7	39.6	15.53	3.7	39.6	—	—	—
Bookbinders	14.03	10.8	39.8	14.03	10.8	39.8	—	—	—
Electrical and electronic equipment assemblers ..	12.98	3.8	39.3	13.00	4.0	39.9	12.39	5.9	27.9
Miscellaneous precision workers, n.e.c.	15.31	8.3	39.8	15.31	8.3	39.8	—	—	—
Butchers and meat cutters	11.76	4.1	37.1	11.82	4.3	39.6	10.67	20.2	16.7
Bakers	11.12	5.2	33.7	11.69	5.4	39.3	—	—	—
Food batchmakers	12.19	8.2	38.3	12.08	9.5	40.2	—	—	—
Inspectors, testers, and graders	19.05	3.5	39.7	19.22	3.3	40.2	—	—	—
Precision inspectors, testers, and related workers, n.e.c.	22.20	10.0	40.0	22.20	10.0	40.0	—	—	—
Adjusters and calibrators	18.79	10.6	37.8	18.79	10.6	37.8	—	—	—
Water and sewer treatment plant operators	19.38	2.8	39.9	19.39	2.8	40.0	—	—	—
Power plant operators	27.15	3.4	40.0	27.15	3.4	40.0	—	—	—
Stationary engineers	22.20	4.6	39.7	22.20	4.6	39.7	—	—	—
Miscellaneous plant and system operators, n.e.c.	21.47	6.2	39.2	21.65	6.2	39.9	—	—	—

See footnotes at end of table.

TABLE 3. Mean hourly earnings¹ and weekly hours for selected occupations, full-time and part-time workers,² United States, National Compensation Survey,³ July 2004—Continued

Occupation ⁴	Total			Full time			Part time		
	Hourly earnings		Mean weekly hours	Hourly earnings		Mean weekly hours	Hourly earnings		Mean weekly hours
	Mean	Relative error ⁵ (percent)		Mean	Relative error ⁵ (percent)		Mean	Relative error ⁵ (percent)	
Blue collar—Continued									
Machine operators, assemblers, and inspectors	\$13.70	1.2	39.1	\$13.83	1.2	39.8	\$8.98	2.5	24.5
Lathe and turning-machine set-up operators	16.40	4.9	40.0	16.40	4.9	40.0	—	—	—
Lathe and turning-machine operators	16.52	4.9	39.3	16.70	5.0	40.0	—	—	—
Milling and planing machine operators	14.23	5.1	40.0	14.23	5.1	40.0	—	—	—
Punching and stamping press operators	13.38	8.3	39.0	13.53	7.7	40.0	—	—	—
Rolling machine operators	14.22	10.4	40.0	14.22	10.4	40.0	—	—	—
Drilling and boring machine operators	13.00	11.2	39.9	13.00	11.2	39.9	—	—	—
Grinding, abrading, buffing, and polishing machine operators	13.43	2.6	39.4	13.49	2.6	39.9	—	—	—
Forging machine operators	13.75	9.3	39.7	13.75	9.3	39.7	—	—	—
Numerical control machine operators	15.81	3.8	40.0	15.81	3.8	40.0	—	—	—
Fabricating machine operators, n.e.c.	15.61	4.6	39.1	16.00	3.6	39.9	—	—	—
Molding and casting machine operators	12.71	3.7	39.4	12.85	3.8	39.8	7.56	6.7	28.5
Metal plating machine operators	13.65	6.4	39.4	13.77	6.4	39.9	—	—	—
Heat treating equipment operators	16.37	6.5	40.0	16.37	6.5	40.0	—	—	—
Wood lathe, routing, and planing machine operators	11.78	7.3	40.0	11.78	7.3	40.0	—	—	—
Sawing machine operators	11.77	4.8	40.0	11.77	4.8	40.0	—	—	—
Shaping and joining machine operators	12.88	2.9	40.0	12.88	2.9	40.0	—	—	—
Printing press operators	16.20	2.3	39.1	16.18	2.3	39.6	17.99	11.9	18.5
Photoengravers and lithographers	17.61	4.9	39.2	17.61	4.9	39.2	—	—	—
Typesetters and compositors	14.57	5.2	35.2	15.01	5.7	38.9	—	—	—
Winding and twisting machine operators	13.34	8.8	39.5	13.36	8.8	39.8	—	—	—
Knitting, looping, taping, and weaving machine operators	11.50	1.9	39.9	11.50	1.9	39.9	—	—	—
Textile cutting machine operators	10.40	5.1	38.8	10.40	5.1	38.8	—	—	—
Textile sewing machine operators	9.02	5.1	38.1	9.03	5.6	39.2	—	—	—
Pressing machine operators	9.16	4.6	38.7	9.23	4.9	39.7	—	—	—
Laundering and dry cleaning machine operators	9.34	6.3	37.7	9.48	6.4	39.6	7.27	5.8	22.6
Cementing and gluing machine operators	12.00	9.8	40.0	12.00	9.8	40.0	—	—	—
Packaging and filling machine operators	13.15	4.4	39.2	13.39	3.9	39.9	8.07	6.6	28.1
Extruding and forming machine operators	13.82	4.8	39.5	13.82	4.8	39.5	—	—	—
Mixing and blending machine operators	15.80	5.0	39.7	15.84	5.0	39.8	—	—	—
Separating, filtering, and clarifying machine operators	19.63	5.2	39.8	19.63	5.2	39.8	—	—	—
Compressing and compacting machine operators	11.86	4.3	39.3	11.91	4.4	39.9	—	—	—
Painting and paint spraying machine operators	14.59	3.3	40.0	14.59	3.3	40.0	—	—	—
Roasting and baking machine operators, food ..	13.03	9.3	38.4	12.88	9.8	40.0	—	—	—
Washing, cleaning, and pickling machine operators	13.84	10.7	40.0	13.84	10.7	40.0	—	—	—
Folding machine operators	14.18	10.1	40.0	14.18	10.1	40.0	—	—	—
Furnace, kiln, and oven operators, except food ..	15.20	6.9	39.8	15.20	6.9	39.8	—	—	—
Crushing and grinding machine operators	14.02	7.6	39.9	14.02	7.6	39.9	—	—	—
Slicing and cutting machine operators	13.79	3.6	40.1	14.01	3.3	39.9	—	—	—
Motion picture projectionists	13.14	31.2	29.7	—	—	—	—	—	—
Photographic process machine operators	10.90	6.3	30.3	12.29	5.3	39.7	7.98	3.7	20.2
Miscellaneous machine operators, n.e.c.	14.35	2.7	39.3	14.43	2.7	39.7	9.61	5.4	24.9
Welders and cutters	16.30	2.4	39.9	16.33	2.4	39.9	—	—	—
Solderers and brazers	11.15	10.9	40.0	11.15	10.9	40.0	—	—	—
Assemblers	14.17	2.7	39.0	14.32	2.7	39.9	9.22	6.4	22.3
Hand cutting and trimming	9.66	12.0	39.6	9.68	12.0	40.0	—	—	—
Hand molding, casting, and forming	10.63	12.1	40.0	10.63	12.1	40.0	—	—	—
Hand painting, coating, and decorating	10.49	10.9	37.4	10.86	12.4	39.8	—	—	—
Hand engraving and printing	17.45	23.6	38.1	17.45	23.6	38.1	—	—	—
Miscellaneous hand working, n.e.c.	12.53	6.4	39.0	12.69	6.4	39.9	—	—	—
Production inspectors, checkers and examiners ..	13.79	4.3	39.6	13.82	4.3	39.8	—	—	—
Production testers	13.01	8.0	39.9	13.01	8.0	39.9	—	—	—
Production samplers and weighers	13.02	14.8	40.0	13.02	14.8	40.0	—	—	—
Graders and sorters, except agricultural	10.53	6.0	39.2	10.53	6.0	39.2	—	—	—
Hand inspectors, n.e.c.	10.99	7.5	34.6	11.43	7.7	39.9	—	—	—

See footnotes at end of table.

TABLE 3. Mean hourly earnings¹ and weekly hours for selected occupations, full-time and part-time workers,² United States, National Compensation Survey,³ July 2004—Continued

Occupation ⁴	Total			Full time			Part time		
	Hourly earnings		Mean weekly hours	Hourly earnings		Mean weekly hours	Hourly earnings		Mean weekly hours
	Mean	Relative error ⁵ (percent)		Mean	Relative error ⁵ (percent)		Mean	Relative error ⁵ (percent)	
Blue collar—Continued									
Transportation and material moving	\$15.01	1.7	37.7	\$15.47	1.8	40.9	\$10.35	2.8	20.9
Supervisors, motor vehicle operators	18.07	6.1	42.1	18.15	6.2	42.2	—	—	—
Truckdrivers	14.85	2.4	40.5	14.99	2.5	41.8	10.98	6.0	21.3
Driver-sales workers	12.83	7.0	33.2	14.86	6.4	40.6	7.75	8.5	22.7
Busdrivers	14.89	2.6	28.3	16.21	2.7	37.5	13.16	3.2	21.5
Taxicab drivers and chauffeurs	9.66	5.5	27.6	9.76	5.8	38.8	9.28	8.0	13.4
Parking lot attendants	8.68	12.1	28.9	9.92	10.7	40.0	6.85	10.6	20.5
Motor transportation, n.e.c.	10.61	6.6	27.5	12.84	6.1	39.3	6.99	5.9	18.5
Railroad conductors and yardmasters	26.14	19.1	42.6	26.14	19.1	42.6	—	—	—
Locomotive operating	27.09	14.1	41.7	27.10	14.1	41.7	—	—	—
Rail vehicle operators, n.e.c.	21.65	3.3	40.0	21.65	3.3	40.0	—	—	—
Ship captains and mates, except fishing boats ..	17.63	9.7	46.4	17.81	10.2	46.8	—	—	—
Sailors and deckhands	11.95	8.1	40.6	11.85	7.0	46.4	—	—	—
Marine engineers	18.12	13.4	41.5	18.12	13.4	41.5	—	—	—
Supervisors, material moving equipment	21.97	4.1	40.8	21.97	4.1	40.8	—	—	—
Operating engineers	20.59	6.5	39.5	20.59	6.5	39.5	—	—	—
Longshore equipment operators	27.98	10.9	39.2	27.98	10.9	39.2	—	—	—
Crane and tower operators	16.71	7.9	40.0	16.71	7.9	40.0	—	—	—
Excavating and loading machine operators	16.83	4.5	39.9	16.83	4.5	39.9	—	—	—
Grader, dozer, and scraper operators	16.28	5.2	39.9	16.28	5.2	39.9	—	—	—
Industrial truck and tractor equipment operators	14.28	2.6	39.5	14.35	2.6	39.9	11.27	13.5	26.2
Miscellaneous material moving equipment operators, n.e.c.	15.83	4.0	38.0	16.01	4.2	39.9	12.68	5.8	21.1
Handlers, equipment cleaners, helpers, and laborers	11.61	1.3	35.0	12.15	1.4	39.7	8.69	2.2	21.3
Nursery workers	9.87	11.6	36.3	11.19	9.5	39.9	—	—	—
Supervisors, agriculture-related workers	23.75	18.1	40.5	23.77	18.1	40.6	—	—	—
Groundskeepers and gardeners, except farm ...	11.66	3.7	37.7	12.08	3.9	39.7	8.70	4.1	27.4
Animal caretakers, except farm	11.32	8.8	32.8	11.83	8.9	39.5	8.27	9.5	16.1
Inspectors, agricultural products	10.29	17.3	40.0	10.29	17.5	40.0	—	—	—
Supervisors, handlers, equipment cleaners, and laborers, n.e.c.	19.15	5.1	38.6	19.26	5.2	39.3	—	—	—
Helpers, mechanics and repairers	11.91	6.5	32.3	11.85	6.0	39.6	12.24	23.3	15.6
Helpers, construction trades	12.35	4.0	39.4	12.37	4.1	40.0	11.47	7.7	26.4
Helpers, extractive	10.28	16.2	40.0	10.28	16.2	40.0	—	—	—
Construction laborers	14.34	3.4	38.6	14.17	3.4	39.6	20.17	11.7	20.4
Production helpers	11.40	3.4	38.2	11.53	3.1	39.8	8.54	5.0	20.6
Garbage collectors	14.39	12.2	41.6	14.40	12.2	41.8	—	—	—
Stock handlers and baggers	9.63	1.4	28.6	11.21	2.0	39.6	7.57	1.4	20.9
Machine feeders and offbearers	10.67	3.7	39.1	10.68	3.8	39.8	10.37	11.9	24.5
Freight, stock, and material handlers, n.e.c.	12.47	2.6	34.4	12.79	2.7	39.8	10.98	3.6	21.2
Garage and service station related	9.45	6.1	38.4	9.44	6.4	39.8	9.53	23.2	24.2
Vehicle washers and equipment cleaners	9.70	3.9	34.2	10.18	3.6	40.0	7.00	2.4	18.8
Hand packers and packagers	9.83	3.9	37.4	10.02	4.2	39.5	7.90	3.4	23.9
Laborers, except construction, n.e.c.	11.22	2.8	36.1	11.65	3.0	39.6	8.43	3.1	22.7
Service	10.65	1.5	31.8	11.72	2.1	39.0	7.41	1.0	20.4
Protective service	17.20	2.8	37.4	17.75	2.9	40.7	10.45	5.6	18.7
Supervisors, firefighters and fire prevention	27.11	5.0	48.7	27.11	5.0	48.7	—	—	—
Supervisors, police and detectives	30.90	2.9	40.2	30.90	2.9	40.2	—	—	—
Supervisors, guards	20.07	8.0	38.8	20.30	8.2	39.6	—	—	—
Fire inspection and fire prevention	18.74	14.3	41.8	18.74	14.3	41.8	—	—	—
Firefighting	18.76	2.8	44.6	18.95	2.4	48.1	8.40	11.1	9.0
Police and detectives, public service	24.10	1.0	39.3	24.15	1.0	40.0	17.40	14.9	11.5
Sheriffs, bailiffs, and other law enforcement officers	19.31	2.4	38.8	19.40	2.5	39.9	16.03	11.2	19.3
Correctional institution officers	17.10	6.4	39.6	17.17	6.4	39.9	—	—	—
Crossing guards	10.16	5.1	17.6	—	—	—	9.64	4.4	17.0
Guards and police, except public service	10.10	2.3	34.3	10.04	2.3	39.6	10.44	7.6	19.8
Protective service, n.e.c.	12.36	7.9	28.3	13.84	11.3	39.1	9.31	7.9	18.0

See footnotes at end of table.

TABLE 3. Mean hourly earnings¹ and weekly hours for selected occupations, full-time and part-time workers,² United States, National Compensation Survey,³ July 2004—Continued

Occupation ⁴	Total			Full time			Part time		
	Hourly earnings		Mean weekly hours	Hourly earnings		Mean weekly hours	Hourly earnings		Mean weekly hours
	Mean	Relative error ⁵ (percent)		Mean	Relative error ⁵ (percent)		Mean	Relative error ⁵ (percent)	
Service—Continued									
Food service	\$7.67	1.0	28.7	\$8.56	1.4	38.3	\$6.38	1.1	21.1
Waiters, waitresses, and bartenders	5.03	2.6	26.2	5.29	2.9	37.1	4.75	3.1	20.0
Bartenders	6.71	4.1	26.5	6.83	5.6	37.4	6.54	5.8	19.0
Waiters and waitresses	4.44	3.3	26.1	4.61	4.3	36.7	4.27	3.5	20.5
Waiters/Waitresses' assistants	6.00	4.5	26.4	6.32	6.6	38.0	5.57	3.6	18.8
Other food service	8.73	.9	29.9	9.65	1.1	38.7	7.23	.9	21.7
Supervisors, food preparation and service	13.04	2.8	38.9	13.52	2.8	40.9	9.07	5.7	28.0
Cooks	9.56	1.5	33.9	10.01	1.4	38.8	7.76	2.4	22.6
Kitchen workers, food preparation	8.17	1.9	29.2	8.80	2.5	38.5	7.36	3.1	22.3
Food preparation, n.e.c.	7.76	1.1	27.4	8.32	1.2	38.2	7.19	1.2	21.2
Health service	10.91	1.6	34.0	11.18	1.6	38.8	9.54	3.5	20.8
Dental assistants	15.23	5.1	34.9	15.27	5.3	36.3	14.55	7.7	20.3
Health aides, except nursing	11.65	3.3	34.5	11.94	2.9	39.5	9.88	8.2	19.5
Nursing aides, orderlies, and attendants	10.20	1.1	33.8	10.40	1.1	38.9	9.30	2.8	21.2
Cleaning and building service	10.75	1.9	34.7	11.16	1.8	39.3	8.11	2.7	19.9
Supervisors, cleaning and building service workers	16.92	4.9	39.5	16.99	4.9	39.8	10.39	8.4	25.0
Maids and housemen	8.34	1.6	35.1	8.34	1.6	38.7	8.39	4.7	21.0
Janitors and cleaners	10.89	2.1	34.1	11.42	1.9	39.5	7.99	2.6	19.6
Personal service	10.25	4.9	29.1	10.89	7.8	37.4	8.61	2.6	18.5
Supervisors, personal service	15.61	7.5	39.6	15.82	7.5	40.6	10.41	13.7	24.6
Hairdressers and cosmetologists	12.59	8.8	24.1	13.85	10.5	37.9	11.06	11.9	16.7
Attendants, amusement and recreation facilities	7.23	4.6	32.7	7.24	5.2	39.9	7.16	5.0	19.0
Guides	12.96	10.9	24.1	14.57	6.3	39.0	9.55	8.7	13.4
Ushers	7.96	7.1	20.2	—	—	—	7.91	7.9	19.0
Public transportation attendants	29.85	7.3	20.3	32.29	2.3	20.0	12.69	35.3	22.8
Baggage porters and bellhops	7.69	4.4	35.2	7.51	5.6	38.3	8.72	6.8	24.0
Welfare service aides	9.74	4.8	29.8	11.07	4.1	38.9	7.65	6.3	21.8
Early childhood teachers' assistants	8.79	3.4	32.2	8.90	4.2	38.1	8.36	4.4	20.3
Childcare workers, n.e.c.	9.19	4.3	28.0	9.42	5.4	39.0	8.67	3.7	17.1
Service, n.e.c.	10.98	5.0	26.0	12.07	5.7	39.4	9.05	5.7	16.3

¹ Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, and 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 Total includes full-time and part-time workers. 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 This survey covers all 50 States. Data were collected between December 2003 and January 2005. The average reference period was July 2004.

⁴ A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. For more information, see appendix B in "National Compensation Survey: Occupational Wages in the United States" on the BLS Internet site www.bls.gov/ocs/compub.htm.

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 Technical Note.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria, and n.e.c. means "not elsewhere classified." Overall occupational groups may include data for categories not shown separately.

Technical Note

The data in this report are based on the National Compensation Survey (NCS) conducted by the U.S. Bureau of Labor Statistics (BLS). The NCS is locality based and covers establishments in private industry and State and local governments. Agriculture, private households, and the Federal Government are excluded from the scope of the survey.

Survey scope. The 2004 NCS included establishments representing about 81 million workers within the scope of the survey. (See table on page 16.) Private sector establishments with one or more workers are covered in the survey. State and local governments with 50 workers or more are covered. For purposes of this survey, an establishment is an economic unit that produces goods or services, a central administrative office, or an auxiliary unit providing support services to a company. For private industries in this survey, the establishment is usually at a single physical location. For State and local governments, an establishment is defined as all locations of a government entity.

Sampling frame. The list of establishments from which the survey sample was selected (sampling frame) was developed from State unemployment insurance reports. The reference month for the public sector is June 1994. 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. The reference month for the private sector varied by area.

Sample design. The sample for this survey was selected using a three-stage design. The first stage involved the selection of areas. The NCS sample consists of 152 metropolitan areas and nonmetropolitan areas that represent the Nation's 326 metropolitan statistical areas (as defined by the U.S. Office of Management and Budget) and the remaining portions of the 50 States. Metropolitan areas are defined as Metropolitan Statistical Areas (MSAs) or Consolidated Metropolitan Statistical Areas (CMSAs), as defined by the Office of Management and Budget in 1994. Nonmetropolitan areas are counties that do not fit the metropolitan area definition.

In the second stage, the sample of establishments was drawn by first stratifying the sampling frame by ownership and industry. The number of sample establishments allocated to each stratum was approximately proportional to the stratum employment. Each sampled establishment was 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 each establishment represents similar units (in terms of industry and employment size) in the economy that were not selected for collection.

The third stage of sample selection was probability sampling of occupations within a sampled establishment.

Data collection. Collection was the responsibility of field economists, working out of the BLS regional offices, who contacted each establishment surveyed. Collection was conducted between December 2003 and January 2005. The average payroll reference month was July 2004. For each establishment in the survey, the data reflect the establishment's practices on the day of collection.

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

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

For each occupation, wage data were collected for those workers whose jobs could be characterized by the criteria identified in the last three steps. Special procedures were developed for jobs for which a level could not be determined.

In step one, the jobs to be sampled were selected at each establishment by the BLS field economist during a personal visit. A complete list of employees was used for sampling, with each selected worker representing a job within the establishment. As with the selection of establishments, the selection of a job was based on probability proportional to its size in the establishment. The greater the number of people working in a job in the establishment, the greater the job's chance of selection.

The second step of the process entailed classifying the selected jobs into occupations based on their duties. The NCS occupational classification system is based on that used for the 1990 Census of Population. A selected job may fall into any of about 480 occupational classifications, from accountant to wood lathe operator. For cases in which a job's duties overlapped two or more census classification codes, the duties used to set the wage level were used to classify the job. Classification by primary duties was the fallback.

Each occupational classification is an element of a broader classification known as a major occupational group (MOG). For a complete list of all occupations, classified by the MOG to which they belong, see appendix B in any published NCS locality bulletin or in the bulletin *National Compensation Survey: Occupational Wages in the United States* which can be accessed online at the BLS Internet site: www.bls.gov/ncs/ocs/compub.htm.

In step three, certain other job characteristics of the chosen workers were identified. First, the worker was identified as holding either a full- or part-time job, based on the establishment's definition of those terms. 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. Then, the worker was classified as having a time or 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. The worker also was identified as being in a union job or a nonunion job.

The fourth step in the job classification procedure was to determine the work level of each of the establishment's selected jobs, using an occupational leveling process. Information on average hourly earnings by occupational work level will be published later this year in the national bulletin.

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

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 one another.

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. Tables 1, 2, and 3 contain RSE data for indicated series in this report.

The standard error can be used to calculate a "confidence interval" around a sample estimate. As an example, table 1 shows mean hourly earnings for all workers of \$18.09 per hour and a relative standard error of 0.9 percent for this estimate. At the 90-percent level, the confidence interval for this estimate is \$17.82 to \$18.36 ($\$18.09 \times 1.645 \times 0.009 = \0.2678 , rounded to \$0.27); ($\$18.09 - 0.27 = \17.82 ; $\$18.09 + 0.27 = \18.36). 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 such errors were not specifically measured, efforts were made to minimize them through extensive training of field economists who gathered survey data, computer editing of the data, and detailed data review.

Census divisions. Data are tabulated by census divisions defined as follows: **New England:** Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island, and Vermont; **Middle Atlantic:**¹ New Jersey, New York, and Pennsylvania; **East North Central:**² Illinois, Indiana, Michigan, Ohio, and Wisconsin; **West North Central:**³ Iowa, Kansas, Minnesota, Missouri, Nebraska, North Dakota, and South Dakota; **South Atlantic:** Delaware, District of Columbia, Florida, Georgia, Maryland, North Carolina, South Carolina, Virginia, and West Virginia; **East South Central:**⁴ Alabama, Kentucky, Mississippi, and Tennessee; **West South Central:** Arkansas, Louisiana, Oklahoma, and Texas; **Mountain:** Arizona, Colorado, Idaho, Montana, Nevada, New Mexico, Utah, and Wyoming; and **Pacific:** Alaska, California, Hawaii, Oregon, and Washington.

Additional information about the NCS, including reports for about 80 metropolitan areas are available from BLS. These reports, as well as a list of occupational classifications and the factors used in determining work levels, may be obtained by calling (202) 691-6199. You may also write to the Bureau of Labor Statistics at: Division of Compensation Data Analysis and Planning, 2 Massachusetts Ave., NE., Room 4175, Washington, DC 20212-0001, or send e-mail to OCLTINFO@bls.gov.

The summary is available on the BLS Internet site: www.bls.gov/ncs/home.htm in a Portable Document Format (PDF).

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¹ The Middle Atlantic census division includes the New York-Northern New Jersey-Long Island CMSA (which consists of parts of New York, New Jersey, Connecticut, and Pennsylvania) and the Philadelphia-Wilmington-Atlantic City CMSA (which consists of parts of Pennsylvania, New Jersey, Delaware, and Maryland).

² The East North Central census division includes the Cincinnati-Hamilton CMSA (which consists of parts of Ohio, Kentucky, and Indiana).

³ The West North Central census division includes the St. Louis MSA (which consists of parts of Missouri and Illinois) and the Minneapolis-St. Paul MSA (which consists of parts of Minnesota and Wisconsin).

⁴ The East South Central census division includes the Louisville MSA (which consists of parts of Kentucky and Indiana) and the Memphis MSA (which consists of parts of Tennessee, Arkansas, and Mississippi).

Number of workers¹ represented by the survey, by occupational group,² United States, National Compensation Survey,³ July 2004

Occupational group	All industries	Private industry	State and local government
All	81,115,100	67,959,600	13,155,400
All, excluding sales	73,132,400	60,020,200	13,112,200
White collar	41,654,600	32,769,600	8,885,000
White collar, excluding sales	33,672,000	24,830,300	8,841,700
Professional specialty and technical	14,425,600	9,102,100	5,323,500
Professional specialty occupations	11,475,100	6,554,800	4,920,400
Technical occupations	2,950,500	2,547,400	403,100
Executive, administrative, and managerial	5,871,800	4,796,300	1,075,500
Sales	7,982,700	7,939,400	43,300
Administrative support, including clerical	13,374,600	10,931,800	2,442,800
Blue collar	22,433,600	21,114,200	1,319,300
Precision production, craft, and repair	7,419,900	6,906,600	513,300
Machine operators, assemblers, and inspectors	5,601,100	5,575,500	25,600
Transportation and material moving	4,000,200	3,521,800	478,400
Handlers, equipment cleaners, helpers, and laborers	5,412,400	5,110,300	302,000
Service	17,026,900	14,075,700	2,951,100

¹ 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 with other statistical series to measure employment trends or levels. Both full-time and part-time workers were included in the survey.

² A classification system including about 480 individual

occupations is used to cover all workers in the civilian economy. For more information, see appendix B in "National Compensation Survey: Occupational Wages in the United States" on the BLS Internet site www.bls.gov/ocs/compub.htm.

³ This survey covers all 50 States. Data were collected between December 2003 and January 2005. The average reference period was July 2004.