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Preface

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

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

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

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

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

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

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Introduction

The tables in this bulletin summarize the NCS results for the Birmingham, AL, metropolitan area. Data were collected between December 2006 and April 2007; the average reference month is February 2007. 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, Birmingham, AL, February 2007

Worker and establishment characteristics	Civilian workers			Private industry workers			State and local government workers		
	Hourly earnings		Mean weekly hours ³	Hourly earnings		Mean weekly hours ³	Hourly earnings		Mean weekly hours ³
	Mean	Relative error ² (percent)		Mean	Relative error ² (percent)		Mean	Relative error ² (percent)	
All workers	\$17.48	5.1	36.8	\$16.72	5.7	36.5	\$22.30	2.2	38.6
Worker characteristics^{4,5}									
Management, professional, and related	28.07	5.0	38.5	28.22	6.8	38.3	27.68	3.1	38.9
Management, business, and financial	32.25	12.9	40.4	32.08	15.1	40.4	33.24	11.9	40.1
Professional and related	26.43	4.7	37.8	26.32	6.8	37.4	26.67	2.1	38.7
Service	10.16	3.4	33.0	9.03	5.5	32.2	16.88	4.6	39.2
Sales and office	14.05	6.6	36.2	13.99	7.1	36.0	14.75	4.9	39.1
Sales and related	15.01	14.6	34.6	15.05	14.8	34.5	—	—	—
Office and administrative support	13.61	5.2	37.0	13.46	5.8	36.7	14.89	5.1	39.0
Natural resources, construction, and maintenance	16.82	11.1	39.9	16.80	11.6	40.0	17.45	9.5	39.7
Construction and extraction	16.72	15.7	40.0	16.68	16.3	40.0	—	—	—
Installation, maintenance, and repair	17.04	11.5	39.8	17.05	12.2	39.9	—	—	—
Production, transportation, and material moving	13.53	3.1	37.4	13.35	3.2	37.7	15.81	5.0	34.1
Production	14.50	3.7	38.8	14.42	3.9	38.7	—	—	—
Transportation and material moving	12.73	6.0	36.3	12.46	6.6	36.9	16.06	2.6	30.5
Full time	18.37	5.3	39.9	17.64	6.1	40.0	22.51	2.3	39.4
Part time	11.05	13.4	23.5	10.92	14.2	23.6	15.01	19.6	22.5
Union	18.98	7.4	35.4	18.66	8.9	35.3	21.33	8.4	35.8
Nonunion	17.37	5.3	36.9	16.57	6.1	36.6	22.36	2.5	38.8
Time	17.60	5.2	36.6	16.79	6.0	36.3	22.30	2.2	38.6
Incentive	15.99	13.2	39.3	15.99	13.2	39.3	—	—	—
Establishment characteristics									
Goods producing	(⁶)	(⁶)	(⁶)	—	—	—	(⁶)	(⁶)	(⁶)
Service providing	(⁶)	(⁶)	(⁶)	—	—	—	(⁶)	(⁶)	(⁶)
1-99 workers	14.38	9.5	35.8	14.39	9.6	35.8	—	—	—
100-499 workers	15.10	4.6	36.1	14.75	4.6	36.0	22.52	9.0	38.1
500 workers or more	22.25	5.2	38.3	22.13	7.8	38.2	22.49	2.8	38.6

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

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

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

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

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

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

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 2. **Civilian workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Birmingham, AL, February 2007**

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
All workers	\$17.48	5.1	\$18.37	5.3	\$11.05	13.4
Management occupations	40.36	16.4	40.36	16.4	—	—
Not able to be leveled	46.46	13.4	46.46	13.4	—	—
Education administrators	49.18	26.3	49.18	26.3	—	—
Not able to be leveled	59.94	20.6	59.94	20.6	—	—
Business and financial operations occupations	22.23	4.4	22.23	4.4	—	—
Level 7	17.98	2.3	17.98	2.3	—	—
Level 9	27.23	6.3	27.23	6.3	—	—
Accountants and auditors	23.58	11.9	23.58	11.9	—	—
Computer and mathematical science occupations	36.48	8.4	36.48	8.4	—	—
Architecture and engineering occupations	31.86	3.1	31.86	3.1	—	—
Engineers	34.63	5.4	34.63	5.4	—	—
Community and social services occupations	21.51	7.5	21.61	7.7	—	—
Counselors	26.93	18.0	—	—	—	—
Educational, vocational, and school counselors	26.93	18.0	—	—	—	—
Education, training, and library occupations	29.59	4.3	29.84	4.1	—	—
Level 6	17.18	1.2	—	—	—	—
Level 7	29.26	7.8	29.82	5.4	—	—
Level 8	21.35	.9	21.35	.9	—	—
Level 9	32.58	2.8	32.58	2.8	—	—
Not able to be leveled	46.41	15.9	46.41	15.9	—	—
Primary, secondary, and special education school teachers	27.20	3.6	27.41	3.4	—	—
Level 6	17.18	1.2	—	—	—	—
Level 7	29.53	7.3	—	—	—	—
Elementary and middle school teachers	28.50	3.6	28.50	3.6	—	—
Elementary school teachers, except special education	29.80	3.2	29.80	3.2	—	—
Secondary school teachers	24.78	5.5	24.78	5.5	—	—
Secondary school teachers, except special and vocational education	25.28	8.7	25.28	8.7	—	—
Teacher assistants	11.89	2.7	11.58	1.1	—	—
Arts, design, entertainment, sports, and media occupations	17.26	12.8	17.46	13.7	—	—
Healthcare practitioner and technical occupations	22.21	4.2	22.25	5.2	—	—
Level 4	—	—	14.81	7.8	—	—
Level 5	15.60	6.9	15.60	6.9	—	—
Level 7	25.54	9.8	21.67	5.8	—	—
Level 8	27.59	6.4	—	—	—	—
Level 9	25.40	1.9	25.37	2.0	—	—
Registered nurses	27.73	3.5	27.48	4.0	—	—
Level 9	25.83	1.6	25.80	1.6	—	—
Clinical laboratory technologists and technicians	19.77	6.9	—	—	—	—
Health diagnosing and treating practitioner support technicians	14.30	1.7	14.30	1.8	—	—
Licensed practical and licensed vocational nurses	16.61	5.4	15.71	6.5	—	—
Healthcare support occupations	10.92	6.0	11.53	5.9	—	—
Level 3	10.00	1.6	9.74	2.1	—	—
Nursing, psychiatric, and home health aides	9.88	1.1	9.84	1.4	—	—
Level 3	9.94	1.7	—	—	—	—
Nursing aides, orderlies, and attendants	9.86	1.1	9.79	1.4	—	—
Level 3	9.94	1.7	—	—	—	—
Miscellaneous healthcare support occupations	—	—	—	—	—	—
Level 3	10.32	7.7	—	—	—	—
Protective service occupations	13.84	20.0	14.36	19.3	—	—
Level 3	11.75	26.0	15.67	24.7	—	—

See footnotes at end of table.

Table 2. **Civilian workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Birmingham, AL, February 2007** — 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)
Police officers	\$20.26	4.0	\$20.26	4.0	—	—
Police and sheriff's patrol officers	20.26	4.0	20.26	4.0	—	—
Security guards and gaming surveillance officers						
Level 3	9.72	17.2	—	—	—	—
Security guards						
Level 3	9.72	17.2	—	—	—	—
Food preparation and serving related occupations	7.04	3.6	7.66	14.0	\$6.46	1.2
Level 1	6.64	7.7	—	—	—	—
Level 2	6.71	6.7	—	—	—	—
Food preparation workers	10.09	6.1	—	—	—	—
Food service, tipped	6.10	4.2	—	—	—	—
Building and grounds cleaning and maintenance occupations	8.77	6.8	8.73	6.8	—	—
Level 1	7.61	4.2	7.61	4.2	—	—
Not able to be leveled	14.96	26.7	14.96	26.7	—	—
Building cleaning workers	8.24	4.9	8.19	5.0	—	—
Level 1	7.61	4.2	7.61	4.2	—	—
Janitors and cleaners, except maids and housekeeping cleaners	8.52	5.7	8.52	5.7	—	—
Sales and related occupations	15.01	14.6	16.67	11.6	8.09	.0
Level 3	12.06	8.5	—	—	—	—
Not able to be leveled	15.79	18.1	16.96	12.9	—	—
Retail sales workers	10.96	4.9	12.60	2.6	8.09	.0
Level 3	12.06	8.5	—	—	—	—
Cashiers, all workers	10.14	14.8	—	—	—	—
Cashiers	10.14	14.8	—	—	—	—
Retail salespersons	10.88	.0	—	—	—	—
Office and administrative support occupations	13.61	5.2	13.83	5.4	11.64	12.1
Level 1	11.56	10.5	—	—	—	—
Level 2	9.60	5.6	9.66	5.5	—	—
Level 3	11.29	7.8	11.40	8.1	10.79	8.8
Level 4	13.99	4.3	14.01	4.3	—	—
Level 5	17.04	6.1	17.04	6.1	—	—
Level 6	20.17	4.3	20.17	4.3	—	—
Not able to be leveled	13.06	6.8	13.12	6.9	—	—
First-line supervisors/managers of office and administrative support workers	18.94	7.0	18.94	7.0	—	—
Financial clerks	14.07	7.9	14.44	7.3	—	—
Level 3	11.23	4.3	11.54	3.3	—	—
Level 4	13.51	3.4	13.51	3.4	—	—
Bookkeeping, accounting, and auditing clerks	17.42	10.9	17.42	10.9	—	—
Tellers	10.16	.1	10.20	.6	—	—
Customer service representatives	13.17	4.7	13.17	4.7	—	—
Receptionists and information clerks	9.85	7.5	10.09	7.3	—	—
Secretaries and administrative assistants	16.92	7.3	16.99	7.3	—	—
Level 4	14.56	7.8	14.66	8.2	—	—
Executive secretaries and administrative assistants	20.65	10.6	20.65	10.6	—	—
Medical secretaries	13.35	6.1	13.35	6.1	—	—
Secretaries, except legal, medical, and executive	15.53	4.5	15.76	4.6	—	—
Level 4	15.58	5.7	15.88	5.9	—	—
Office clerks, general	14.66	4.9	15.18	8.4	—	—
Level 3	12.83	6.9	—	—	—	—
Level 4	17.29	7.4	17.29	7.4	—	—
Construction and extraction occupations	16.72	15.7	16.72	15.7	—	—
Level 5	14.59	14.1	14.59	14.1	—	—
Level 6	21.13	4.5	21.13	4.5	—	—
Construction equipment operators	21.22	40.3	21.22	40.3	—	—
Installation, maintenance, and repair occupations	17.04	11.5	17.11	12.0	—	—
Level 4	14.64	7.9	14.64	7.9	—	—
Level 5	12.20	18.8	12.20	18.8	—	—

See footnotes at end of table.

Table 2. **Civilian workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Birmingham, AL, February 2007** — 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)
Installation, maintenance, and repair occupations —Continued						
Not able to be leveled	\$20.02	6.1	\$20.02	6.1	—	—
Industrial machinery installation, repair, and maintenance workers	14.05	6.7	14.05	6.7	—	—
Production occupations	14.50	3.7	14.69	4.0	—	—
Level 3	11.47	1.4	11.47	1.4	—	—
Level 5	17.63	4.1	17.63	4.1	—	—
Level 6	20.56	7.1	20.56	7.1	—	—
First-line supervisors/managers of production and operating workers	22.86	22.1	22.86	22.1	—	—
Transportation and material moving occupations	12.73	6.0	13.22	6.0	\$9.68	3.3
Level 1	8.53	8.2	—	—	—	—
Level 2	11.88	7.1	—	—	—	—
Level 3	13.82	4.1	13.76	4.1	—	—
Not able to be leveled	14.83	.6	14.83	.6	—	—
Bus drivers	14.86	.8	—	—	—	—
Driver/sales workers and truck drivers	12.21	14.5	12.53	13.8	—	—
Industrial truck and tractor operators	12.87	8.4	12.87	8.4	—	—
Laborers and material movers, hand	10.99	10.9	11.77	14.0	—	—
Level 1	8.90	11.5	—	—	—	—
Laborers and freight, stock, and material movers, hand	10.94	11.5	11.66	14.6	—	—

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

² 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, Birmingham, AL, February 2007

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	5.7	\$17.64	6.1	\$10.92	14.2
Management occupations	41.19	20.5	41.19	20.5	—	—
Not able to be leveled	41.24	7.9	41.24	7.9	—	—
Business and financial operations occupations	22.14	4.8	22.14	4.8	—	—
Computer and mathematical science occupations	36.48	8.4	36.48	8.4	—	—
Architecture and engineering occupations	31.97	2.5	31.97	2.5	—	—
Engineers	34.52	5.7	34.52	5.7	—	—
Education, training, and library occupations	18.74	24.3	19.97	31.7	—	—
Level 6	17.18	1.2	—	—	—	—
Primary, secondary, and special education school teachers	16.54	.3	16.94	.0	—	—
Level 6	17.18	1.2	—	—	—	—
Arts, design, entertainment, sports, and media occupations	16.45	13.1	16.63	13.5	—	—
Healthcare practitioner and technical occupations	22.15	5.0	22.30	6.4	—	—
Level 4	—	—	16.16	3.7	—	—
Level 9	24.91	.7	—	—	—	—
Registered nurses	27.61	4.1	27.27	4.9	—	—
Licensed practical and licensed vocational nurses	16.52	5.7	15.46	6.6	—	—
Healthcare support occupations	10.71	6.3	11.24	7.1	—	—
Level 3	9.96	1.7	9.66	2.1	—	—
Nursing, psychiatric, and home health aides	9.86	1.1	9.80	1.7	—	—
Level 3	9.94	1.7	—	—	—	—
Nursing aides, orderlies, and attendants	9.84	1.2	9.74	1.7	—	—
Level 3	9.94	1.7	—	—	—	—
Food preparation and serving related occupations	6.64	2.0	—	—	6.46	1.2
Level 2	6.28	1.3	—	—	—	—
Food service, tipped	6.10	4.2	—	—	—	—
Building and grounds cleaning and maintenance occupations	7.93	5.1	7.93	5.1	—	—
Level 1	7.57	4.1	7.57	4.1	—	—
Building cleaning workers	7.93	5.2	7.93	5.2	—	—
Level 1	7.57	4.1	7.57	4.1	—	—
Sales and related occupations	15.05	14.8	16.73	11.7	8.09	.0
Level 3	12.11	8.6	—	—	—	—
Not able to be leveled	15.79	18.1	16.96	12.9	—	—
Retail sales workers	10.96	5.0	12.65	2.7	8.09	.0
Level 3	12.11	8.6	—	—	—	—
Cashiers, all workers	10.11	15.4	—	—	—	—
Cashiers	10.11	15.4	—	—	—	—
Retail salespersons	10.88	.0	—	—	—	—
Office and administrative support occupations	13.46	5.8	13.66	6.1	11.75	12.3
Level 1	11.58	10.5	—	—	—	—
Level 2	9.47	5.8	9.52	5.9	—	—
Level 3	11.27	8.0	11.34	8.3	—	—
Level 4	13.94	5.3	13.96	5.4	—	—
Level 5	17.01	6.3	17.01	6.3	—	—
Level 6	20.05	4.7	20.05	4.7	—	—
Not able to be leveled	12.34	7.8	12.39	8.0	—	—
First-line supervisors/managers of office and administrative support workers	18.63	8.0	18.63	8.0	—	—
Financial clerks	14.05	8.6	14.46	8.0	—	—
Level 3	11.23	4.3	11.54	3.3	—	—
Bookkeeping, accounting, and auditing clerks	18.20	12.1	18.20	12.1	—	—

See footnotes at end of table.

Table 3. Private industry workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Birmingham, AL, February 2007 — 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)
Tellers	\$10.16	0.1	\$10.20	0.6	—	—
Customer service representatives	13.17	4.7	13.17	4.7	—	—
Receptionists and information clerks	9.74	7.7	9.98	7.6	—	—
Secretaries and administrative assistants	17.31	8.3	17.40	8.3	—	—
Level 4	14.44	10.8	14.59	11.6	—	—
Executive secretaries and administrative assistants	20.74	10.6	20.74	10.6	—	—
Secretaries, except legal, medical, and executive	16.01	5.4	16.55	4.4	—	—
Construction and extraction occupations	16.68	16.3	16.68	16.3	—	—
Level 5	14.59	14.1	14.59	14.1	—	—
Level 6	21.16	4.5	21.16	4.5	—	—
Installation, maintenance, and repair occupations	17.05	12.2	17.13	12.9	—	—
Level 4	14.64	7.9	14.64	7.9	—	—
Industrial machinery installation, repair, and maintenance workers	14.05	6.7	14.05	6.7	—	—
Production occupations	14.42	3.9	14.63	4.2	—	—
Level 3	11.47	1.4	11.47	1.4	—	—
Level 5	17.60	4.4	17.60	4.4	—	—
Level 6	20.56	7.1	20.56	7.1	—	—
Transportation and material moving occupations	12.46	6.6	12.99	6.5	\$8.95	2.3
Level 1	8.53	8.2	—	—	—	—
Level 3	13.53	4.2	13.53	4.2	—	—
Driver/sales workers and truck drivers	12.09	15.0	12.42	14.4	—	—
Industrial truck and tractor operators	12.87	8.4	12.87	8.4	—	—
Laborers and material movers, hand	10.99	10.9	11.77	14.0	—	—
Level 1	8.90	11.5	—	—	—	—
Laborers and freight, stock, and material movers, hand	10.94	11.5	11.66	14.6	—	—

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

² 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, Birmingham, AL, February 2007**

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
All workers	\$22.30	2.2	\$22.51	2.3	\$15.01	19.6
Management occupations	36.92	14.0	36.92	14.0	—	—
Not able to be leveled	57.40	20.1	57.40	20.1	—	—
Education administrators	49.16	28.1	49.16	28.1	—	—
Business and financial operations occupations	23.13	7.6	23.13	7.6	—	—
Community and social services occupations	22.93	6.8	22.93	6.8	—	—
Education, training, and library occupations	30.38	3.7	30.38	3.7	—	—
Level 8	21.35	.9	21.35	.9	—	—
Level 9	32.58	2.8	32.58	2.8	—	—
Not able to be leveled	46.02	16.1	46.02	16.1	—	—
Primary, secondary, and special education school teachers	28.20	2.7	28.20	2.7	—	—
Elementary and middle school teachers	28.66	3.7	28.66	3.7	—	—
Elementary school teachers, except special education	30.03	3.3	30.03	3.3	—	—
Secondary school teachers	25.96	2.3	25.96	2.3	—	—
Healthcare practitioner and technical occupations	22.43	6.5	22.10	7.6	—	—
Level 7	22.91	4.2	22.91	4.2	—	—
Registered nurses	28.38	5.1	28.38	5.1	—	—
Protective service occupations	19.52	2.9	19.52	2.9	—	—
Police officers	20.26	4.0	20.26	4.0	—	—
Police and sheriff's patrol officers	20.26	4.0	20.26	4.0	—	—
Food preparation and serving related occupations	11.59	6.7	11.59	6.7	—	—
Building and grounds cleaning and maintenance occupations	14.32	12.2	14.46	13.9	—	—
Building cleaning workers	11.42	3.9	11.20	2.9	—	—
Janitors and cleaners, except maids and housekeeping cleaners	11.20	2.9	11.20	2.9	—	—
Office and administrative support occupations	14.89	5.1	15.12	4.7	—	—
Level 4	14.20	3.8	14.20	3.8	—	—
Not able to be leveled	16.00	7.3	16.00	7.3	—	—
Secretaries and administrative assistants	15.09	4.7	15.09	4.7	—	—
Level 4	14.80	5.7	14.80	5.7	—	—
Secretaries, except legal, medical, and executive	15.06	5.7	15.06	5.7	—	—
Office clerks, general	13.11	5.7	13.47	5.8	—	—
Transportation and material moving occupations	16.06	2.6	16.51	4.2	—	—
Level 2	15.50	6.7	—	—	—	—
Bus drivers	14.86	.8	—	—	—	—

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, Birmingham, AL, February 2007

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
All workers	\$17.48	5.1	\$18.37	5.3	\$11.05	13.4
Management occupations	40.36	16.4	40.36	16.4	—	—
Group II	20.08	6.2	—	—	—	—
Group III	34.36	7.7	—	—	—	—
Education administrators	49.18	26.3	49.18	26.3	—	—
Business and financial operations occupations	22.23	4.4	22.23	4.4	—	—
Group II	21.67	6.7	—	—	—	—
Group III	27.79	6.3	—	—	—	—
Accountants and auditors	23.58	11.9	23.58	11.9	—	—
Computer and mathematical science occupations	36.48	8.4	36.48	8.4	—	—
Architecture and engineering occupations	31.86	3.1	31.86	3.1	—	—
Group II	27.95	9.0	—	—	—	—
Engineers	34.63	5.4	34.63	5.4	—	—
Community and social services occupations	21.51	7.5	21.61	7.7	—	—
Group II	16.97	1.8	—	—	—	—
Counselors	26.93	18.0	—	—	—	—
Educational, vocational, and school counselors	26.93	18.0	—	—	—	—
Education, training, and library occupations	29.59	4.3	29.84	4.1	—	—
Group I	11.89	2.7	—	—	—	—
Group II	23.11	6.5	—	—	—	—
Group III	32.74	2.3	—	—	—	—
Primary, secondary, and special education school teachers	27.20	3.6	27.41	3.4	—	—
Group II	23.47	9.3	—	—	—	—
Elementary and middle school teachers	28.50	3.6	28.50	3.6	—	—
Elementary school teachers, except special education	29.80	3.2	29.80	3.2	—	—
Secondary school teachers	24.78	5.5	24.78	5.5	—	—
Group II	22.79	6.9	—	—	—	—
Secondary school teachers, except special and vocational education	25.28	8.7	25.28	8.7	—	—
Teacher assistants	11.89	2.7	11.58	1.1	—	—
Group I	11.89	2.7	11.58	1.1	—	—
Arts, design, entertainment, sports, and media occupations	17.26	12.8	17.46	13.7	—	—
Healthcare practitioner and technical occupations	22.21	4.2	22.25	5.2	—	—
Group I	15.02	9.5	—	—	—	—
Group II	20.72	11.0	—	—	—	—
Group III	27.11	4.5	—	—	—	—
Registered nurses	27.73	3.5	27.48	4.0	—	—
Group III	27.53	4.2	27.52	4.3	—	—
Clinical laboratory technologists and technicians	19.77	6.9	—	—	—	—
Health diagnosing and treating practitioner support technicians	14.30	1.7	14.30	1.8	—	—
Licensed practical and licensed vocational nurses	16.61	5.4	15.71	6.5	—	—
Group II	15.51	7.4	15.51	7.4	—	—
Healthcare support occupations	10.92	6.0	11.53	5.9	—	—
Group I	10.89	6.1	—	—	—	—
Nursing, psychiatric, and home health aides	9.88	1.1	9.84	1.4	—	—
Group I	9.88	1.1	—	—	—	—
Nursing aides, orderlies, and attendants	9.86	1.1	9.79	1.4	—	—
Group I	9.86	1.1	9.79	1.4	—	—
Protective service occupations	13.84	20.0	14.36	19.3	—	—
Group I	11.29	17.7	—	—	—	—
Group II	20.08	1.5	—	—	—	—
Police officers	20.26	4.0	20.26	4.0	—	—

See footnotes at end of table.

Table 5. **Combined work levels¹ for civilian workers: Mean hourly earnings² for full-time and part-time workers³, Birmingham, AL, February 2007** — 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)
Police and sheriff's patrol officers	\$20.26	4.0	\$20.26	4.0	—	—
Food preparation and serving related occupations	7.04	3.6	7.66	14.0	\$6.46	1.2
Group I	6.85	2.2	—	—	—	—
Food preparation workers	10.09	6.1	—	—	—	—
Group I	10.09	6.1	—	—	—	—
Food service, tipped	6.10	4.2	—	—	—	—
Group I	6.10	4.2	—	—	—	—
Building and grounds cleaning and maintenance occupations	8.77	6.8	8.73	6.8	—	—
Group I	8.43	6.0	—	—	—	—
Building cleaning workers	8.24	4.9	8.19	5.0	—	—
Group I	8.17	5.1	—	—	—	—
Janitors and cleaners, except maids and housekeeping cleaners	8.52	5.7	8.52	5.7	—	—
Group I	8.43	5.6	8.43	5.6	—	—
Sales and related occupations	15.01	14.6	16.67	11.6	8.09	.0
Group I	10.97	4.3	—	—	—	—
Retail sales workers	10.96	4.9	12.60	2.6	8.09	.0
Group I	10.97	4.3	—	—	—	—
Cashiers, all workers	10.14	14.8	—	—	—	—
Cashiers	10.14	14.8	—	—	—	—
Retail salespersons	10.88	.0	—	—	—	—
Group I	10.95	.0	—	—	—	—
Office and administrative support occupations	13.61	5.2	13.83	5.4	11.64	12.1
Group I	12.00	3.2	—	—	—	—
Group II	19.10	4.8	—	—	—	—
First-line supervisors/managers of office and administrative support workers	18.94	7.0	18.94	7.0	—	—
Group II	18.75	7.5	18.75	7.5	—	—
Financial clerks	14.07	7.9	14.44	7.3	—	—
Group I	11.78	4.3	—	—	—	—
Group II	20.29	6.7	—	—	—	—
Bookkeeping, accounting, and auditing clerks	17.42	10.9	17.42	10.9	—	—
Group I	13.50	3.9	13.50	3.9	—	—
Tellers	10.16	.1	10.20	.6	—	—
Customer service representatives	13.17	4.7	13.17	4.7	—	—
Group I	12.97	5.0	12.97	5.0	—	—
Receptionists and information clerks	9.85	7.5	10.09	7.3	—	—
Group I	9.76	8.0	10.00	7.8	—	—
Secretaries and administrative assistants	16.92	7.3	16.99	7.3	—	—
Group I	14.45	7.5	—	—	—	—
Group II	19.08	5.1	—	—	—	—
Executive secretaries and administrative assistants	20.65	10.6	20.65	10.6	—	—
Group II	20.87	11.2	20.87	11.2	—	—
Medical secretaries	13.35	6.1	13.35	6.1	—	—
Secretaries, except legal, medical, and executive	15.53	4.5	15.76	4.6	—	—
Group I	15.30	5.7	15.57	5.8	—	—
Office clerks, general	14.66	4.9	15.18	8.4	—	—
Group I	14.62	5.2	15.15	9.4	—	—
Construction and extraction occupations	16.72	15.7	16.72	15.7	—	—
Group I	12.07	10.6	—	—	—	—
Group II	21.93	6.8	—	—	—	—
Construction equipment operators	21.22	40.3	21.22	40.3	—	—
Installation, maintenance, and repair occupations	17.04	11.5	17.11	12.0	—	—
Group I	14.39	3.0	—	—	—	—
Group II	20.18	16.4	—	—	—	—
Industrial machinery installation, repair, and maintenance workers	14.05	6.7	14.05	6.7	—	—
Production occupations	14.50	3.7	14.69	4.0	—	—

See footnotes at end of table.

Table 5. Combined work levels¹ for civilian workers: Mean hourly earnings² for full-time and part-time workers³, Birmingham, AL, February 2007 — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Production occupations —Continued						
Group I	\$12.04	10.0	—	—	—	—
Group II	18.50	4.9	—	—	—	—
First-line supervisors/managers of production and operating workers	22.86	22.1	\$22.86	22.1	—	—
Transportation and material moving occupations	12.73	6.0	13.22	6.0	\$9.68	3.3
Group I	11.12	6.1	—	—	—	—
Bus drivers	14.86	.8	—	—	—	—
Group I	14.86	.8	—	—	—	—
Driver/sales workers and truck drivers	12.21	14.5	12.53	13.8	—	—
Industrial truck and tractor operators	12.87	8.4	12.87	8.4	—	—
Laborers and material movers, hand	10.99	10.9	11.77	14.0	—	—
Group I	9.79	11.5	—	—	—	—
Laborers and freight, stock, and material movers, hand	10.94	11.5	11.66	14.6	—	—
Group I	9.83	12.2	—	—	—	—

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, Birmingham, AL, February 2007

Occupation ²	10	25	Median 50	75	90
All workers	\$8.06	\$10.20	\$14.20	\$21.40	\$30.06
Management occupations	21.37	28.60	31.30	45.00	76.97
Education administrators	28.60	35.04	40.25	76.97	76.97
Business and financial operations occupations	15.50	17.58	21.50	25.01	29.64
Accountants and auditors	17.58	17.58	18.79	29.64	35.72
Computer and mathematical science occupations	25.15	32.00	35.48	36.58	59.98
Architecture and engineering occupations	18.40	28.37	30.75	38.19	43.23
Engineers	29.47	30.06	30.75	40.82	43.23
Community and social services occupations	14.42	15.36	17.72	24.10	36.76
Counselors	15.36	16.12	30.24	36.76	36.76
Educational, vocational, and school counselors	15.36	16.12	30.24	36.76	36.76
Education, training, and library occupations	12.50	20.49	28.44	34.66	44.99
Primary, secondary, and special education school teachers	20.31	20.49	28.44	34.66	34.66
Elementary and middle school teachers	20.38	20.49	28.44	34.66	34.66
Elementary school teachers, except special education	20.49	25.77	31.23	34.66	34.66
Secondary school teachers	16.67	20.31	23.31	29.99	33.92
Secondary school teachers, except special and vocational education	16.67	20.31	29.17	29.99	33.92
Teacher assistants	9.81	9.99	12.10	12.23	12.23
Arts, design, entertainment, sports, and media occupations	12.20	12.20	15.00	17.91	24.62
Healthcare practitioner and technical occupations	12.65	17.09	23.25	28.56	30.40
Registered nurses	23.43	23.43	28.43	29.75	35.38
Clinical laboratory technologists and technicians	14.22	14.51	20.92	23.26	26.17
Health diagnosing and treating practitioner support technicians	11.50	13.25	14.15	15.41	16.95
Licensed practical and licensed vocational nurses	12.65	17.00	17.75	17.75	17.75
Healthcare support occupations	9.00	9.52	10.00	13.46	13.46
Nursing, psychiatric, and home health aides	8.76	9.34	9.95	10.50	11.01
Nursing aides, orderlies, and attendants	8.50	9.34	9.60	10.50	11.00
Protective service occupations	8.50	10.20	10.20	19.36	21.81
Police officers	14.08	18.03	21.48	21.81	24.24
Police and sheriff's patrol officers	14.08	18.03	21.48	21.81	24.24
Food preparation and serving related occupations	5.38	5.60	6.50	8.00	10.45
Food preparation workers	7.86	8.20	10.89	10.89	10.92
Food service, tipped	5.25	5.38	5.50	6.00	8.66
Building and grounds cleaning and maintenance occupations	6.05	7.00	8.21	9.25	11.03
Building cleaning workers	6.05	7.00	8.21	9.00	10.00
Janitors and cleaners, except maids and housekeeping cleaners	7.00	7.00	8.42	9.25	10.97
Sales and related occupations	8.08	10.60	13.48	19.45	24.13
Retail sales workers	7.75	8.08	11.14	13.42	13.48
Cashiers, all workers	6.18	8.05	8.55	13.48	13.48
Cashiers	6.18	8.05	8.55	13.48	13.48
Retail salespersons	8.00	8.95	10.93	12.82	12.82
Office and administrative support occupations	8.65	10.05	12.50	15.74	20.12
First-line supervisors/managers of office and administrative support workers	15.39	15.39	17.97	20.62	22.55
Financial clerks	9.56	10.39	12.92	16.77	22.87
Bookkeeping, accounting, and auditing clerks	11.54	13.00	17.51	22.87	23.25
Tellers	9.56	9.56	10.09	10.52	10.88
Customer service representatives	11.00	11.58	13.00	13.88	15.87
Receptionists and information clerks	8.06	8.06	9.49	12.02	12.02

See footnotes at end of table.

Table 6. **Civilian workers: Hourly wage percentiles¹, Birmingham, AL, February 2007** — Continued

Occupation ²	10	25	Median 50	75	90
Secretaries and administrative assistants	\$11.95	\$12.62	\$15.89	\$19.44	\$25.29
Executive secretaries and administrative assistants	14.19	16.00	19.68	25.29	27.23
Medical secretaries	11.95	11.95	12.34	15.10	16.02
Secretaries, except legal, medical, and executive	11.63	12.50	16.05	18.25	18.63
Office clerks, general	10.00	10.26	13.48	20.00	20.00
Construction and extraction occupations	7.49	11.29	15.50	20.42	32.50
Construction equipment operators	11.05	12.60	15.25	32.50	32.50
Installation, maintenance, and repair occupations	10.02	12.82	16.00	21.43	26.61
Industrial machinery installation, repair, and maintenance workers	12.16	12.16	12.52	16.00	19.00
Production occupations	8.75	10.25	13.50	16.12	19.85
First-line supervisors/managers of production and operating workers	14.85	14.85	19.82	34.08	37.71
Transportation and material moving occupations	8.00	9.50	11.92	15.45	18.87
Bus drivers	12.45	14.39	14.86	16.38	16.38
Driver/sales workers and truck drivers	8.00	8.00	10.92	16.07	19.13
Industrial truck and tractor operators	9.79	10.01	13.42	14.90	15.45
Laborers and material movers, hand	6.21	9.00	10.00	13.44	17.53
Laborers and freight, stock, and material movers, hand	6.21	9.00	10.00	13.44	17.53

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, Birmingham, AL, February 2007

Occupation ²	10	25	Median 50	75	90
All workers	\$8.00	\$9.97	\$13.46	\$20.41	\$29.75
Management occupations	21.37	30.00	30.76	45.00	69.78
Business and financial operations occupations	15.40	17.58	21.50	24.52	33.17
Computer and mathematical science occupations	25.15	32.00	35.48	36.58	59.98
Architecture and engineering occupations	26.95	29.65	30.75	37.22	42.05
Engineers	30.06	30.06	30.75	40.82	43.23
Education, training, and library occupations	10.00	12.50	16.67	22.49	23.23
Primary, secondary, and special education school teachers	10.25	12.50	16.67	22.49	22.49
Arts, design, entertainment, sports, and media occupations	12.20	12.20	15.00	17.91	24.62
Healthcare practitioner and technical occupations	12.65	17.09	23.43	28.45	29.75
Registered nurses	23.43	23.43	28.13	29.75	36.18
Licensed practical and licensed vocational nurses	12.65	16.45	17.50	17.75	17.75
Healthcare support occupations	9.00	9.38	10.00	11.95	13.46
Nursing, psychiatric, and home health aides	8.50	9.34	9.75	10.50	11.09
Nursing aides, orderlies, and attendants	8.50	9.34	9.52	10.50	11.00
Food preparation and serving related occupations	5.38	5.50	6.37	7.02	9.00
Food service, tipped	5.25	5.38	5.50	6.00	8.66
Building and grounds cleaning and maintenance occupations	6.05	7.00	8.00	8.81	9.50
Building cleaning workers	6.05	7.00	8.00	8.81	9.50
Sales and related occupations	8.08	10.63	13.48	19.99	24.13
Retail sales workers	7.75	8.08	11.33	13.42	13.48
Cashiers, all workers	6.18	8.05	8.48	13.48	13.48
Cashiers	6.18	8.05	8.48	13.48	13.48
Retail salespersons	8.00	8.95	10.93	12.82	12.82
Office and administrative support occupations	8.50	10.00	12.02	15.39	20.41
First-line supervisors/managers of office and administrative support workers	15.39	15.39	17.79	20.62	22.55
Financial clerks	9.56	10.29	12.71	16.77	22.87
Bookkeeping, accounting, and auditing clerks	12.92	13.00	20.85	22.87	23.25
Tellers	9.56	9.56	10.09	10.52	10.88
Customer service representatives	11.00	11.58	13.00	13.88	15.87
Receptionists and information clerks	8.06	8.06	9.49	12.02	12.02
Secretaries and administrative assistants	11.95	12.62	15.95	19.80	26.38
Executive secretaries and administrative assistants	14.19	16.63	19.90	25.29	27.23
Secretaries, except legal, medical, and executive	11.29	12.38	18.25	18.25	18.63
Construction and extraction occupations	7.49	11.05	15.50	20.42	32.50
Installation, maintenance, and repair occupations	10.00	12.82	15.81	22.12	27.69
Industrial machinery installation, repair, and maintenance workers	12.16	12.16	12.52	16.00	19.00
Production occupations	8.75	10.18	13.45	16.12	19.82

See footnotes at end of table.

Table 7. Private industry workers: Hourly wage percentiles¹, Birmingham, AL, February 2007 — Continued

Occupation ²	10	25	Median 50	75	90
Transportation and material moving occupations	\$8.00	\$9.20	\$11.61	\$14.90	\$17.53
Driver/sales workers and truck drivers	8.00	8.00	10.82	16.07	19.13
Industrial truck and tractor operators	9.79	10.01	13.42	14.90	15.45
Laborers and material movers, hand	6.21	9.00	10.00	13.44	17.53
Laborers and freight, stock, and material movers, hand	6.21	9.00	10.00	13.44	17.53

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, Birmingham, AL, February 2007

Occupation ²	10	25	Median 50	75	90
All workers	\$10.97	\$14.39	\$19.81	\$27.08	\$34.66
Management occupations	15.87	24.62	34.62	42.19	76.97
Education administrators	28.60	35.04	38.20	76.97	76.97
Business and financial operations occupations	16.78	18.80	25.01	26.35	26.35
Community and social services occupations	14.85	15.97	20.42	28.49	36.76
Education, training, and library occupations	18.62	20.49	29.17	34.66	45.30
Primary, secondary, and special education school teachers	20.38	20.49	28.44	34.66	34.66
Elementary and middle school teachers	20.38	20.49	28.44	34.66	34.66
Elementary school teachers, except special education	20.49	26.92	31.24	34.66	34.66
Secondary school teachers	20.31	20.31	23.31	29.99	33.92
Healthcare practitioner and technical occupations	11.50	16.16	22.89	29.23	31.01
Registered nurses	22.98	25.76	29.23	31.01	33.45
Protective service occupations	12.80	15.98	20.42	21.81	25.30
Police officers	14.08	18.03	21.48	21.81	24.24
Police and sheriff's patrol officers	14.08	18.03	21.48	21.81	24.24
Food preparation and serving related occupations	8.59	10.89	10.89	14.34	14.34
Building and grounds cleaning and maintenance occupations	9.56	10.80	12.65	15.97	27.08
Building cleaning workers	9.40	9.88	11.61	12.65	12.84
Janitors and cleaners, except maids and housekeeping cleaners	9.40	9.56	11.03	12.38	12.84
Office and administrative support occupations	9.78	11.98	14.81	17.51	20.12
Secretaries and administrative assistants	12.41	12.74	14.77	16.62	18.33
Secretaries, except legal, medical, and executive	12.47	12.56	14.13	17.33	19.24
Office clerks, general	9.44	10.49	12.56	15.53	17.51
Transportation and material moving occupations	12.78	14.39	16.30	18.87	19.00
Bus drivers	12.45	14.39	14.86	16.38	16.38

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.

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SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 9. Full-time¹ civilian workers: Hourly wage percentiles², Birmingham, AL, February 2007

Occupation ³	Full-time workers				
	10	25	Median 50	75	90
All workers	\$8.80	\$11.11	\$15.25	\$22.62	\$31.24
Management occupations	21.37	28.60	31.30	45.00	76.97
Education administrators	28.60	35.04	40.25	76.97	76.97
Business and financial operations occupations	15.50	17.58	21.50	25.01	29.64
Accountants and auditors	17.58	17.58	18.79	29.64	35.72
Computer and mathematical science occupations	25.15	32.00	35.48	36.58	59.98
Architecture and engineering occupations	18.40	28.37	30.75	38.19	43.23
Engineers	29.47	30.06	30.75	40.82	43.23
Community and social services occupations	14.42	15.36	17.72	24.10	36.76
Education, training, and library occupations	12.50	20.49	28.44	34.66	45.30
Primary, secondary, and special education school teachers	20.38	20.49	28.44	34.66	34.66
Elementary and middle school teachers	20.38	20.49	28.44	34.66	34.66
Elementary school teachers, except special education	20.49	25.77	31.23	34.66	34.66
Secondary school teachers	16.67	20.31	23.31	29.99	33.92
Secondary school teachers, except special and vocational education	16.67	20.31	29.17	29.99	33.92
Teacher assistants	9.99	10.00	12.10	12.10	12.23
Arts, design, entertainment, sports, and media occupations	12.20	12.20	17.54	17.91	24.62
Healthcare practitioner and technical occupations	11.76	16.95	23.43	28.08	31.39
Registered nurses	23.43	23.43	26.79	29.83	36.18
Health diagnosing and treating practitioner support technicians	11.50	13.25	14.15	15.41	16.95
Licensed practical and licensed vocational nurses	12.65	12.65	17.09	17.09	17.88
Healthcare support occupations	9.25	9.34	10.50	13.46	13.46
Nursing, psychiatric, and home health aides	9.00	9.34	9.34	10.04	11.10
Nursing aides, orderlies, and attendants	9.00	9.34	9.34	10.09	11.00
Protective service occupations	8.50	10.20	10.50	19.36	22.50
Police officers	14.08	18.03	21.48	21.81	24.24
Police and sheriff's patrol officers	14.08	18.03	21.48	21.81	24.24
Food preparation and serving related occupations	5.75	6.00	6.50	9.00	10.89
Building and grounds cleaning and maintenance occupations	6.05	7.00	8.21	9.25	11.03
Building cleaning workers	6.05	7.00	8.21	9.00	10.00
Janitors and cleaners, except maids and housekeeping cleaners	7.00	7.00	8.42	9.25	10.97
Sales and related occupations	11.33	12.82	14.20	22.51	24.13
Retail sales workers	9.22	11.74	12.82	13.48	14.49
Office and administrative support occupations	9.00	10.80	12.92	15.97	20.71
First-line supervisors/managers of office and administrative support workers	15.39	15.39	17.97	20.62	22.55
Financial clerks	9.56	10.82	12.92	17.02	22.87
Bookkeeping, accounting, and auditing clerks	11.54	13.00	17.51	22.87	23.25
Tellers	9.56	9.56	10.29	10.73	10.98
Customer service representatives	11.00	11.58	13.00	13.88	15.87
Receptionists and information clerks	8.06	8.06	9.49	12.02	12.02
Secretaries and administrative assistants	11.95	12.96	15.94	19.44	25.40
Executive secretaries and administrative assistants	14.19	16.00	19.68	25.29	27.23
Medical secretaries	11.95	11.95	12.34	15.10	16.02
Secretaries, except legal, medical, and executive	12.35	12.74	16.76	18.25	18.64
Office clerks, general	10.30	11.98	14.79	17.51	20.71

See footnotes at end of table.

Table 9. Full-time¹ civilian workers: Hourly wage percentiles², Birmingham, AL, February 2007 — Continued

Occupation ³	Full-time workers				
	10	25	Median 50	75	90
Construction and extraction occupations	\$7.49	\$11.29	\$15.50	\$20.42	\$32.50
Construction equipment operators	11.05	12.60	15.25	32.50	32.50
Installation, maintenance, and repair occupations	10.00	12.82	16.00	21.43	27.69
Industrial machinery installation, repair, and maintenance workers	12.16	12.16	12.52	16.00	19.00
Production occupations	9.00	10.26	14.00	16.12	20.04
First-line supervisors/managers of production and operating workers	14.85	14.85	19.82	34.08	37.71
Transportation and material moving occupations	8.00	10.01	12.83	15.45	19.13
Driver/sales workers and truck drivers	8.00	8.00	11.22	16.07	19.13
Industrial truck and tractor operators	9.79	10.01	13.42	14.90	15.45
Laborers and material movers, hand	6.21	6.21	11.92	14.26	17.53
Laborers and freight, stock, and material movers, hand	6.21	6.21	11.92	13.44	17.53

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

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

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

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

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, Birmingham, AL, February 2007

Occupation ³	Part-time workers				
	10	25	Median 50	75	90
All workers	\$6.00	\$7.65	\$9.20	\$11.09	\$17.75
Food preparation and serving related occupations	5.25	5.38	6.00	7.02	8.73
Sales and related occupations	6.18	7.75	8.08	8.48	9.45
Retail sales workers	6.18	7.75	8.08	8.48	9.45
Office and administrative support occupations	7.81	9.04	10.00	13.48	20.00
Transportation and material moving occupations	7.35	9.00	9.20	9.20	14.39

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, Birmingham, AL, February 2007

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	\$18.37	\$15.25	\$733	\$609	39.9	\$37,525	\$31,720	2,042
Management occupations	40.36	31.30	1,643	1,250	40.7	84,921	62,922	2,104
Education administrators	49.18	40.25	1,891	1,514	38.5	93,213	75,512	1,895
Business and financial operations occupations	22.23	21.50	888	860	40.0	46,192	44,720	2,078
Accountants and auditors	23.58	18.79	937	751	39.7	48,700	39,073	2,066
Computer and mathematical science occupations	36.48	35.48	1,459	1,419	40.0	75,887	73,790	2,080
Architecture and engineering occupations	31.86	30.75	1,311	1,256	41.2	68,190	65,304	2,140
Engineers	34.63	30.75	1,442	1,398	41.6	74,962	72,713	2,165
Community and social services occupations	21.61	17.72	857	709	39.7	42,940	38,892	1,987
Education, training, and library occupations	29.84	28.44	1,140	995	38.2	45,309	37,294	1,518
Primary, secondary, and special education school teachers	27.41	28.44	1,046	995	38.1	38,901	37,294	1,419
Elementary and middle school teachers	28.50	28.44	1,085	1,039	38.1	40,060	39,798	1,406
Elementary school teachers, except special education	29.80	31.23	1,126	1,112	37.8	41,091	42,675	1,379
Secondary school teachers	24.78	23.31	960	932	38.7	36,482	37,294	1,472
Secondary school teachers, except special and vocational education	25.28	29.17	969	1,021	38.3	36,236	37,161	1,434
Teacher assistants	11.58	12.10	437	459	37.8	16,957	16,506	1,465
Arts, design, entertainment, sports, and media occupations	17.46	17.54	699	702	40.0	36,324	36,489	2,080
Healthcare practitioner and technical occupations	22.25	23.43	890	937	40.0	46,286	48,736	2,080
Registered nurses	27.48	26.79	1,099	1,072	40.0	57,154	55,723	2,080
Health diagnosing and treating practitioner support technicians	14.30	14.15	572	566	40.0	29,740	29,432	2,080
Licensed practical and licensed vocational nurses	15.71	17.09	628	684	40.0	32,673	35,551	2,080
Healthcare support occupations	11.53	10.50	461	420	40.0	23,992	21,840	2,080
Nursing, psychiatric, and home health aides	9.84	9.34	394	374	40.0	20,471	19,433	2,080
Nursing aides, orderlies, and attendants	9.79	9.34	392	374	40.0	20,360	19,433	2,080
Protective service occupations	14.36	10.50	584	408	40.6	30,208	21,216	2,103
Police officers	20.26	21.48	810	859	40.0	41,902	44,678	2,069
Police and sheriff's patrol officers	20.26	21.48	810	859	40.0	41,902	44,678	2,069
Food preparation and serving related occupations	7.66	6.50	293	260	38.2	14,462	13,520	1,887
Building and grounds cleaning and maintenance occupations	8.73	8.21	341	328	39.0	17,680	17,081	2,026
Building cleaning workers	8.19	8.21	319	320	39.0	16,561	16,640	2,023
Janitors and cleaners, except maids and housekeeping cleaners	8.52	8.42	329	320	38.6	17,083	16,640	2,005
Sales and related occupations	16.67	14.20	664	568	39.8	34,519	29,540	2,071

See footnotes at end of table.

Table 11. Full-time¹ civilian workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Birmingham, AL, February 2007 — Continued

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
Retail sales workers	\$12.60	\$12.82	\$500	\$513	39.7	\$26,023	\$26,668	2,065
Office and administrative support occupations	13.83	12.92	551	517	39.9	28,448	26,111	2,058
First-line supervisors/managers of office and administrative support workers	18.94	17.97	757	719	40.0	39,387	37,369	2,080
Financial clerks	14.44	12.92	575	517	39.8	29,897	26,869	2,071
Bookkeeping, accounting, and auditing clerks	17.42	17.51	690	701	39.6	35,867	36,427	2,059
Tellers	10.20	10.29	408	412	40.0	21,218	21,399	2,080
Customer service representatives	13.17	13.00	526	520	39.9	27,366	27,040	2,077
Receptionists and information clerks ..	10.09	9.49	403	380	39.9	20,947	19,743	2,075
Secretaries and administrative assistants	16.99	15.94	678	638	39.9	34,725	32,448	2,043
Executive secretaries and administrative assistants	20.65	19.68	826	787	40.0	42,813	40,930	2,073
Medical secretaries	13.35	12.34	534	494	40.0	27,763	25,667	2,080
Secretaries, except legal, medical, and executive	15.76	16.76	622	648	39.4	30,606	29,931	1,942
Office clerks, general	15.18	14.79	597	592	39.4	29,759	30,763	1,961
Construction and extraction occupations	16.72	15.50	669	620	40.0	34,774	32,240	2,080
Construction equipment operators	21.22	15.25	849	610	40.0	44,134	31,720	2,080
Installation, maintenance, and repair occupations	17.11	16.00	687	640	40.1	35,715	33,280	2,087
Industrial machinery installation, repair, and maintenance workers	14.05	12.52	562	501	40.0	29,226	26,042	2,080
Production occupations	14.69	14.00	589	560	40.1	30,621	29,120	2,084
First-line supervisors/managers of production and operating workers	22.86	19.82	929	594	40.6	48,316	30,880	2,113
Transportation and material moving occupations	13.22	12.83	527	513	39.9	27,308	26,682	2,066
Driver/sales workers and truck drivers	12.53	11.22	506	450	40.4	26,306	23,400	2,100
Industrial truck and tractor operators ..	12.87	13.42	515	537	40.0	26,776	27,920	2,080
Laborers and material movers, hand ..	11.77	11.92	471	477	40.0	24,481	24,792	2,080
Laborers and freight, stock, and material movers, hand	11.66	11.92	466	477	40.0	24,247	24,792	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 12. Full-time¹ private industry workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Birmingham, AL, February 2007

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
All workers	\$17.64	\$14.20	\$705	\$568	40.0	\$36,650	\$29,540	2,078
Management occupations	41.19	30.76	1,683	1,221	40.9	87,522	63,502	2,125
Business and financial operations occupations	22.14	21.50	884	860	39.9	45,983	44,720	2,077
Computer and mathematical science occupations	36.48	35.48	1,459	1,419	40.0	75,887	73,790	2,080
Architecture and engineering occupations	31.97	30.75	1,320	1,261	41.3	68,627	65,564	2,147
Engineers	34.52	30.75	1,444	1,398	41.8	75,084	72,713	2,175
Education, training, and library occupations	19.97	16.67	667	667	33.4	26,130	26,630	1,308
Primary, secondary, and special education school teachers	16.94	16.67	664	667	39.2	25,113	24,000	1,483
Arts, design, entertainment, sports, and media occupations	16.63	17.54	665	702	40.0	34,585	36,489	2,080
Healthcare practitioner and technical occupations	22.30	23.43	892	937	40.0	46,377	48,736	2,080
Registered nurses	27.27	25.63	1,091	1,025	40.0	56,718	53,315	2,080
Licensed practical and licensed vocational nurses	15.46	17.09	618	684	40.0	32,158	35,551	2,080
Healthcare support occupations	11.24	10.45	450	418	40.0	23,389	21,736	2,080
Nursing, psychiatric, and home health aides	9.80	9.34	392	374	40.0	20,394	19,433	2,080
Nursing aides, orderlies, and attendants	9.74	9.34	390	374	40.0	20,254	19,433	2,080
Building and grounds cleaning and maintenance occupations	7.93	8.00	308	320	38.9	16,038	16,640	2,022
Building cleaning workers	7.93	8.00	308	320	38.9	16,039	16,640	2,021
Sales and related occupations	16.73	14.20	666	568	39.8	34,643	29,540	2,071
Retail sales workers	12.65	12.82	502	513	39.7	26,106	26,668	2,064
Office and administrative support occupations	13.66	12.50	545	500	39.9	28,353	26,000	2,076
First-line supervisors/managers of office and administrative support workers	18.63	17.79	745	712	40.0	38,745	36,999	2,080
Financial clerks	14.46	12.92	576	517	39.8	29,927	26,869	2,070
Bookkeeping, accounting, and auditing clerks	18.20	20.85	719	834	39.5	37,393	43,370	2,054
Tellers	10.20	10.29	408	412	40.0	21,218	21,399	2,080
Customer service representatives	13.17	13.00	526	520	39.9	27,366	27,040	2,077
Receptionists and information clerks ..	9.98	9.49	398	380	39.9	20,708	19,743	2,075
Secretaries and administrative assistants	17.40	16.00	696	640	40.0	36,189	33,280	2,080
Executive secretaries and administrative assistants	20.74	19.90	830	796	40.0	43,138	41,400	2,080
Secretaries, except legal, medical, and executive	16.55	18.25	662	730	40.0	34,426	37,958	2,080
Construction and extraction occupations	16.68	15.50	667	620	40.0	34,688	32,240	2,080
Installation, maintenance, and repair occupations	17.13	16.00	688	640	40.2	35,780	33,280	2,089

See footnotes at end of table.

Table 12. Full-time¹ private industry workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Birmingham, AL, February 2007 — Continued

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
Industrial machinery installation, repair, and maintenance workers	\$14.05	\$12.52	\$562	\$501	40.0	\$29,226	\$26,042	2,080
Production occupations	14.63	13.88	586	555	40.1	30,492	28,860	2,084
Transportation and material moving occupations	12.99	12.61	521	513	40.1	27,105	26,682	2,087
Driver/sales workers and truck drivers	12.42	11.03	502	441	40.4	26,086	22,942	2,101
Industrial truck and tractor operators ..	12.87	13.42	515	537	40.0	26,776	27,920	2,080
Laborers and material movers, hand ..	11.77	11.92	471	477	40.0	24,481	24,792	2,080
Laborers and freight, stock, and material movers, hand	11.66	11.92	466	477	40.0	24,247	24,792	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 13. Full-time¹ State and local government workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Birmingham, AL, February 2007

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	\$22.51	\$20.12	\$887	\$805	39.4	\$41,949	\$37,161	1,864
Management occupations	36.92	34.62	1,479	1,385	40.1	74,590	59,496	2,020
Education administrators	49.16	38.20	1,971	1,522	40.1	96,608	77,220	1,965
Business and financial operations occupations	23.13	25.01	931	1,000	40.2	48,417	52,021	2,093
Community and social services occupations	22.93	20.42	907	817	39.5	44,888	42,476	1,957
Education, training, and library occupations	30.38	29.17	1,170	1,046	38.5	46,535	39,798	1,532
Primary, secondary, and special education school teachers	28.20	28.44	1,074	1,021	38.1	39,895	38,939	1,415
Elementary and middle school teachers	28.66	28.44	1,090	1,061	38.0	40,259	39,798	1,405
Elementary school teachers, except special education	30.03	31.24	1,133	1,143	37.7	41,350	43,757	1,377
Secondary school teachers	25.96	23.31	1,002	932	38.6	38,309	37,294	1,476
Healthcare practitioner and technical occupations	22.10	22.39	884	896	40.0	45,977	46,571	2,080
Registered nurses	28.38	29.23	1,135	1,169	40.0	59,033	60,800	2,080
Protective service occupations	19.52	20.42	822	831	42.1	42,268	42,806	2,165
Police officers	20.26	21.48	810	859	40.0	41,902	44,678	2,069
Police and sheriff's patrol officers	20.26	21.48	810	859	40.0	41,902	44,678	2,069
Food preparation and serving related occupations	11.59	10.89	392	327	33.8	15,921	13,073	1,373
Building and grounds cleaning and maintenance occupations	14.46	12.84	578	514	40.0	29,714	26,707	2,055
Building cleaning workers	11.20	11.03	448	441	40.0	22,826	22,464	2,038
Janitors and cleaners, except maids and housekeeping cleaners	11.20	11.03	448	441	40.0	22,826	22,464	2,038
Office and administrative support occupations	15.12	15.37	597	586	39.5	29,131	28,475	1,926
Secretaries and administrative assistants	15.09	14.77	592	584	39.3	28,460	28,122	1,886
Secretaries, except legal, medical, and executive	15.06	14.13	587	562	39.0	27,669	26,208	1,837
Office clerks, general	13.47	12.56	534	488	39.7	25,837	24,914	1,919
Transportation and material moving occupations	16.51	16.38	603	655	36.6	29,842	34,070	1,808

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, Birmingham, AL, February 2007**

Occupational group ²	Total	1-99 workers	100-499 workers	500 workers or more
All workers	\$16.72	\$14.39	\$14.75	\$22.13
Management, professional, and related	28.22	26.83	24.33	30.28
Management, business, and financial	32.08	28.95	—	36.33
Professional and related	26.32	20.79	24.12	28.06
Service	9.03	8.02	9.65	10.68
Sales and office	13.99	13.29	13.39	15.32
Sales and related	15.05	15.15	13.95	—
Office and administrative support	13.46	12.28	12.80	14.96
Natural resources, construction, and maintenance	16.80	17.90	14.92	21.72
Construction and extraction	16.68	—	—	—
Installation, maintenance, and repair	17.05	14.59	17.78	22.21
Production, transportation, and material moving	13.35	11.04	14.29	15.34
Production	14.42	13.21	14.42	17.00
Transportation and material moving	12.46	9.47	14.17	—
	Relative error ³ (percent)			
All workers	5.7	9.6	4.6	7.8
Management, professional, and related	6.8	9.8	6.7	9.8
Management, business, and financial	15.1	6.9	—	24.2
Professional and related	6.8	31.2	6.1	7.8
Service	5.5	11.3	3.2	6.5
Sales and office	7.1	8.0	10.8	10.1
Sales and related	14.8	14.4	18.4	—
Office and administrative support	5.8	6.0	6.9	9.1
Natural resources, construction, and maintenance	11.6	14.3	9.7	17.2
Construction and extraction	16.3	—	—	—
Installation, maintenance, and repair	12.2	12.5	7.7	18.2
Production, transportation, and material moving	3.2	9.3	7.6	4.8
Production	3.9	13.7	2.5	5.5
Transportation and material moving	6.6	6.7	13.8	—

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, Birmingham, AL, February 2007

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
All workers	\$15.32	\$13.25	\$611	\$520	39.9	\$31,690	\$27,040	2,068
Management occupations	34.40	30.00	1,376	1,200	40.0	71,543	62,400	2,080
Business and financial operations occupations ...	23.46	21.50	938	860	40.0	48,797	44,720	2,080
Education, training, and library occupations	16.36	16.67	632	595	38.7	24,818	24,000	1,517
Primary, secondary, and special education school teachers	16.94	16.67	664	667	39.2	25,113	24,000	1,483
Sales and related occupations	16.19	13.48	647	539	40.0	33,669	28,038	2,080
Office and administrative support occupations	12.16	11.95	486	478	40.0	25,295	24,856	2,080
Financial clerks	13.64	12.00	546	480	40.0	28,376	24,960	2,080
Installation, maintenance, and repair occupations	14.56	12.82	588	513	40.4	30,562	26,659	2,099
Production occupations	13.21	12.00	528	480	40.0	27,480	24,960	2,080
Transportation and material moving occupations	9.65	9.79	386	392	40.0	20,070	20,363	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 16. Establishments with 100 workers or more: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours for full-time¹ private industry workers, Birmingham, AL, February 2007

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
All workers	\$19.01	\$15.66	\$762	\$626	40.1	\$39,600	\$32,406	2,083
Management occupations	46.41	35.43	1,928	1,417	41.6	100,280	73,694	2,161
Business and financial operations occupations ...	20.97	22.20	836	891	39.9	43,490	46,342	2,074
Computer and mathematical science occupations	36.48	35.48	1,459	1,419	40.0	75,887	73,790	2,080
Architecture and engineering occupations	30.97	30.06	1,282	1,202	41.4	66,677	62,523	2,153
Engineers	33.40	30.75	1,405	1,314	42.1	73,075	68,332	2,188
Arts, design, entertainment, sports, and media occupations	16.63	17.54	665	702	40.0	34,585	36,489	2,080
Healthcare practitioner and technical occupations	22.99	23.43	920	937	40.0	47,818	48,736	2,080
Registered nurses	27.27	25.63	1,091	1,025	40.0	56,718	53,315	2,080
Healthcare support occupations	10.05	9.57	402	383	40.0	20,906	19,906	2,080
Nursing, psychiatric, and home health aides	9.80	9.34	392	374	40.0	20,394	19,433	2,080
Nursing aides, orderlies, and attendants	9.74	9.34	390	374	40.0	20,254	19,433	2,080
Sales and related occupations	17.28	17.07	685	743	39.6	35,621	38,626	2,061
Office and administrative support occupations	14.68	13.44	585	538	39.9	30,433	27,955	2,073
Financial clerks	15.06	14.34	597	574	39.7	31,061	29,823	2,062
Bookkeeping, accounting, and auditing clerks ...	18.41	20.85	722	834	39.2	37,544	43,370	2,040
Customer service representatives	13.10	12.02	524	481	40.0	27,248	25,002	2,080
Secretaries and administrative assistants	18.57	17.11	743	684	40.0	38,620	35,589	2,080
Executive secretaries and administrative assistants	20.78	20.96	831	838	40.0	43,222	43,601	2,080
Construction and extraction occupations	14.25	12.60	570	504	40.0	29,632	26,208	2,080
Installation, maintenance, and repair occupations	19.55	17.49	782	700	40.0	40,669	36,379	2,080
Industrial machinery installation, repair, and maintenance workers	15.62	15.81	625	632	40.0	32,493	32,883	2,080
Production occupations	15.30	14.17	614	567	40.1	31,924	29,476	2,086
Transportation and material moving occupations	14.55	13.44	585	538	40.2	30,410	27,955	2,090
Laborers and material movers, hand	12.02	13.44	481	538	40.0	25,010	27,955	2,080
Laborers and freight, stock, and material movers, hand	11.90	11.92	476	477	40.0	24,746	24,792	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, Birmingham, AL, February 2007

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	\$18.98	\$18.66	\$21.33	\$17.37	\$16.57	\$22.36
Management, professional, and related	—	—	—	28.17	28.34	27.67
Management, business, and financial	—	—	—	32.25	32.08	33.24
Professional and related	—	—	—	26.50	26.46	26.59
Service	—	—	—	10.10	8.95	16.97
Sales and office	18.47	18.53	—	13.73	13.64	14.72
Sales and related	—	—	—	14.57	14.61	—
Office and administrative support	—	—	—	13.40	13.22	14.86
Natural resources, construction, and maintenance	21.67	22.21	—	15.87	15.79	18.23
Construction and extraction	19.52	20.13	—	16.31	16.22	—
Installation, maintenance, and repair	24.04	24.30	—	14.83	14.70	—
Production, transportation, and material moving	15.42	—	—	13.17	12.95	16.03
Production	16.22	16.22	—	14.15	14.02	—
Transportation and material moving	—	—	—	12.37	12.10	16.62
	Relative error ⁴ (percent)					
All workers	7.4	8.9	8.4	5.3	6.1	2.5
Management, professional, and related	—	—	—	5.2	7.0	3.3
Management, business, and financial	—	—	—	12.9	15.1	11.9
Professional and related	—	—	—	4.9	7.1	2.3
Service	—	—	—	3.4	5.7	4.6
Sales and office	19.0	19.3	—	6.1	6.7	5.1
Sales and related	—	—	—	14.7	14.9	—
Office and administrative support	—	—	—	5.2	5.8	5.3
Natural resources, construction, and maintenance	6.8	6.7	—	14.6	15.2	8.1
Construction and extraction	5.9	5.2	—	19.8	20.4	—
Installation, maintenance, and repair	7.5	7.3	—	5.9	5.8	—
Production, transportation, and material moving	6.0	—	—	3.6	3.6	6.0
Production	10.3	10.3	—	5.8	6.2	—
Transportation and material moving	—	—	—	7.2	8.0	3.6

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, Birmingham, AL, February 2007

Occupational group ³	Time		Incentive	
	Civilian workers	Private industry workers	Civilian workers	Private industry workers
All workers	\$17.60	\$16.79	\$15.99	\$15.99
Management, professional, and related	28.14	28.32	—	—
Management, business, and financial	32.63	32.52	—	—
Professional and related	26.43	26.32	—	—
Service	10.16	9.03	—	—
Sales and office	13.66	13.56	16.43	16.43
Sales and related	13.74	13.77	—	—
Office and administrative support	13.64	13.47	—	—
Natural resources, construction, and maintenance	17.09	17.07	—	—
Construction and extraction	—	16.68	—	—
Installation, maintenance, and repair	18.21	18.33	—	—
Production, transportation, and material moving	13.34	13.11	—	—
Production	14.54	14.46	—	—
Transportation and material moving	12.28	11.91	—	—
	Relative error ⁴ (percent)			
All workers	5.2	6.0	13.2	13.2
Management, professional, and related	5.1	7.0	—	—
Management, business, and financial	13.4	15.7	—	—
Professional and related	4.7	6.8	—	—
Service	3.4	5.5	—	—
Sales and office	6.7	7.3	16.5	16.5
Sales and related	14.6	14.8	—	—
Office and administrative support	5.6	6.4	—	—
Natural resources, construction, and maintenance	11.9	12.5	—	—
Construction and extraction	—	16.3	—	—
Installation, maintenance, and repair	10.8	11.8	—	—
Production, transportation, and material moving	3.8	3.8	—	—
Production	4.7	4.9	—	—
Transportation and material moving	5.9	6.5	—	—

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, Birmingham, AL, February 2007

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	-	\$17.79	-	\$21.59	\$19.12	-	-	-	-
Management, professional, and related	-	26.88	-	23.20	31.74	-	-	-	-
Management, business, and financial	-	-	-	-	27.25	-	-	-	-
Professional and related	-	-	-	-	44.26	-	-	-	-
Service	-	-	-	-	-	-	-	-	-
Sales and office	-	-	-	-	13.37	-	-	-	-
Sales and related	-	-	-	-	-	-	-	-	-
Office and administrative support	-	-	-	17.09	12.97	-	-	-	-
Natural resources, construction, and maintenance	-	17.80	-	-	-	-	-	-	-
Installation, maintenance, and repair	-	18.20	-	-	-	-	-	-	-
Production, transportation, and material moving	-	15.08	-	-	-	-	-	-	-
Production	-	15.41	-	-	-	-	-	-	-
Transportation and material moving	-	-	-	-	-	-	-	-	-
Relative error ⁴ (percent)									
All workers	-	18.6	-	19.7	13.9	-	-	-	-
Management, professional, and related	-	5.4	-	31.1	11.9	-	-	-	-
Management, business, and financial	-	-	-	-	10.3	-	-	-	-
Professional and related	-	-	-	-	7.3	-	-	-	-
Service	-	-	-	-	-	-	-	-	-
Sales and office	-	-	-	-	5.9	-	-	-	-
Sales and related	-	-	-	-	-	-	-	-	-
Office and administrative support	-	-	-	19.9	7.2	-	-	-	-
Natural resources, construction, and maintenance	-	2.5	-	-	-	-	-	-	-
Installation, maintenance, and repair	-	1.9	-	-	-	-	-	-	-
Production, transportation, and material moving	-	6.7	-	-	-	-	-	-	-
Production	-	5.8	-	-	-	-	-	-	-
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 Birmingham, AL, Metropolitan Statistical Area includes Blount, Jefferson, St. Clair, and Shelby Counties.

Sampling frame

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

Sample design

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

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

Data collection

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

Occupational selection and classification

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

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

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

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

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

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

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

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

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

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

Occupational leveling

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

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

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

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

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

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

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

Combined work levels

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

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

Collection period

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

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

Earnings

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

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

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

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

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

Definition of terms

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

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

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

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

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

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

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

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

Processing and analyzing the data

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

Weighting and nonresponse

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

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

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

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

Estimation

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

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

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

Percentiles

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

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

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

Data reliability

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

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

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

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

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

Appendix table 1. **Number of workers¹ represented by the survey, Birmingham, AL, February 2007**

Occupational group ²	Civilian workers	Private industry workers	State and local government workers
All workers	440,100	378,400	61,600
Management, professional, and related	117,000	82,900	34,100
Management, business, and financial	30,400	25,800	4,500
Professional and related	86,600	57,000	29,500
Service	87,400	76,700	10,700
Sales and office	126,800	117,200	9,600
Sales and related	41,100	40,800	–
Office and administrative support	85,700	76,400	9,300
Natural resources, construction, and maintenance	50,200	48,000	2,200
Construction and extraction	33,800	32,600	–
Installation, maintenance, and repair	16,400	15,400	–
Production, transportation, and material moving	58,700	53,600	5,100
Production	25,400	23,700	–
Transportation and material moving	33,300	29,900	3,400

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, Birmingham, AL, February 2007**

Establishments	Total	Private industry	State and local government
Total in sampling frame ¹	23,077	23,021	56
Total in sample	178	159	19
Responding	107	90	17
Refused or unable to provide data	51	49	2
Out of business or not in survey scope	20	20	0

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

government entity.

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.