

Rochester, NY

National Compensation Survey

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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 Rochester, NY, Metropolitan Statistical Area (MSA). Data were collected between September 2006 and October 2007; the average reference month is March 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 are undergoing a number of significant changes. Please see the bulletins published between September 2006 and July 2007 for information on earlier changes.

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

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

About the tables

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

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

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

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

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

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

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

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

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

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

Table 1. Summary: Mean hourly earnings¹ and weekly hours for selected worker and establishment characteristics, Rochester, NY, March 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	\$19.59	3.9	35.2	\$18.92	4.5	35.3	\$23.96	2.7	34.9
Worker characteristics^{4,5}									
Management, professional, and related	28.99	5.2	37.5	28.90	6.6	38.3	29.32	2.4	34.6
Management, business, and financial	29.93	8.0	40.8	29.15	8.8	40.9	—	—	—
Professional and related	28.72	6.0	36.6	28.82	7.8	37.5	28.42	1.7	34.1
Service	13.16	7.1	30.8	11.34	8.3	30.1	20.16	4.6	34.0
Sales and office	15.75	3.8	34.1	15.68	4.2	34.0	16.65	3.9	35.2
Sales and related	17.26	9.0	29.6	17.23	9.2	29.5	—	—	—
Office and administrative support	14.98	3.3	36.9	14.81	3.6	37.1	16.49	4.1	34.9
Natural resources, construction, and maintenance	18.74	12.3	39.5	18.73	14.1	39.8	18.85	6.9	37.9
Construction and extraction	20.55	17.9	39.3	20.54	20.1	39.9	20.60	6.4	35.3
Installation, maintenance, and repair	17.16	16.0	39.8	17.09	18.7	39.7	—	—	—
Production, transportation, and material moving	13.88	6.0	35.7	13.83	6.1	35.7	—	—	—
Production	15.74	5.0	39.6	15.68	5.1	39.6	—	—	—
Transportation and material moving	11.37	7.1	31.6	11.29	7.4	31.5	—	—	—
Full time	20.82	4.3	39.5	20.15	4.9	39.8	24.92	3.2	37.7
Part time	10.60	6.5	19.7	10.47	7.2	19.9	11.96	5.6	18.0
Union	22.74	2.7	37.2	20.51	6.5	38.1	24.05	3.3	36.7
Nonunion	18.84	4.6	34.8	18.78	4.6	35.1	23.09	24.9	23.1
Time	19.37	4.2	35.3	18.62	4.8	35.3	23.96	2.7	34.9
Incentive	24.81	13.8	35.2	24.81	13.8	35.2	—	—	—
Establishment characteristics									
Goods producing	(⁶)	(⁶)	(⁶)	22.22	11.5	39.6	(⁶)	(⁶)	(⁶)
Service providing	(⁶)	(⁶)	(⁶)	—	—	—	(⁶)	(⁶)	(⁶)
1-99 workers	17.30	5.6	34.6	17.21	5.6	34.8	—	—	—
100-499 workers	17.62	5.1	32.8	16.91	5.7	32.7	22.60	5.7	33.8
500 workers or more	23.67	6.0	37.9	23.39	8.3	38.7	24.37	3.3	36.0

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, Rochester, NY, March 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	\$19.59	3.9	\$20.82	4.3	\$10.60	6.5
Management occupations	36.56	11.0	36.57	11.0	—	—
Level 9	28.49	13.2	28.53	13.2	—	—
Level 11	34.54	8.3	34.54	8.3	—	—
Not able to be leveled	43.41	25.6	43.41	25.6	—	—
Financial managers	34.72	30.7	34.72	30.7	—	—
Education administrators	57.48	44.7	57.48	44.7	—	—
Business and financial operations occupations	23.74	6.0	24.08	6.2	—	—
Level 7	19.98	3.8	20.50	4.3	—	—
Level 9	28.15	3.7	28.15	3.7	—	—
Human resources, training, and labor relations specialists	24.03	11.4	—	—	—	—
Accountants and auditors	19.39	6.2	19.39	6.2	—	—
Computer and mathematical science occupations	31.10	8.6	30.60	8.7	—	—
Level 9	29.90	8.7	29.90	8.7	—	—
Computer software engineers	38.67	6.1	38.67	6.1	—	—
Computer support specialists	30.91	17.0	30.91	17.0	—	—
Computer systems analysts	29.62	13.3	28.11	12.0	—	—
Architecture and engineering occupations	31.19	10.6	31.19	10.6	—	—
Engineers	36.48	3.5	36.48	3.5	—	—
Life, physical, and social science occupations	23.47	12.7	23.40	12.8	—	—
Community and social services occupations	23.44	10.9	23.70	10.8	—	—
Social workers	19.87	3.5	—	—	—	—
Education, training, and library occupations	33.39	11.5	36.43	11.1	10.82	6.0
Level 2	8.80	6.1	—	—	—	—
Level 4	13.18	25.1	—	—	—	—
Level 7	26.46	18.5	—	—	—	—
Level 8	33.22	4.2	33.22	4.2	—	—
Level 9	34.48	4.2	34.50	4.2	—	—
Level 12	47.14	7.4	47.14	7.4	—	—
Not able to be leveled	56.67	34.6	58.60	36.5	—	—
Postsecondary teachers	58.54	24.3	58.78	24.5	—	—
Level 12	47.14	7.4	47.14	7.4	—	—
Arts, communications, and humanities teachers, postsecondary	42.35	4.5	—	—	—	—
Primary, secondary, and special education school teachers	32.52	5.6	33.42	5.2	—	—
Level 8	33.22	4.2	33.22	4.2	—	—
Level 9	33.83	6.7	33.83	6.7	—	—
Elementary and middle school teachers	31.47	6.0	32.01	5.1	—	—
Elementary school teachers, except special education	31.49	7.0	32.15	5.7	—	—
Secondary school teachers	33.99	5.4	33.99	5.4	—	—
Secondary school teachers, except special and vocational education	32.75	8.8	32.75	8.8	—	—
Teacher assistants	10.68	9.9	11.63	14.7	—	—
Level 2	8.80	6.1	—	—	—	—
Arts, design, entertainment, sports, and media occupations	26.28	14.3	26.28	14.3	—	—
Healthcare practitioner and technical occupations	23.49	6.3	23.36	5.3	24.35	17.6
Level 4	15.24	2.1	15.18	2.5	—	—
Level 5	16.50	6.2	—	—	—	—
Level 7	23.43	3.6	23.24	4.4	24.66	2.8
Level 8	26.92	3.0	26.54	4.3	—	—
Level 9	28.47	3.5	28.50	3.6	—	—
Registered nurses	27.06	4.7	27.02	5.1	27.41	1.4
Level 7	24.36	3.8	24.21	4.6	—	—

See footnotes at end of table.

Table 2. **Civilian workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Rochester, NY, March 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)
Registered nurses —Continued						
Level 9	\$29.07	4.1	\$29.04	4.5	—	—
Therapists	26.52	6.9	26.56	7.9	—	—
Clinical laboratory technologists and technicians	17.05	12.0	17.01	12.0	—	—
Licensed practical and licensed vocational nurses	16.88	2.5	16.62	1.4	—	—
Level 4	16.40	.8	16.41	.9	—	—
Healthcare support occupations	11.03	4.8	11.15	5.6	\$9.73	7.8
Level 3	10.51	4.9	10.94	3.2	9.65	8.3
Level 4	12.63	3.3	12.63	3.3	—	—
Nursing, psychiatric, and home health aides	10.54	5.0	10.64	5.8	9.73	7.8
Level 3	10.47	5.0	10.90	3.2	9.65	8.3
Nursing aides, orderlies, and attendants	10.41	8.2	10.57	9.2	9.74	8.9
Level 3	10.52	5.1	10.95	3.3	9.65	9.6
Protective service occupations	24.43	6.2	25.38	6.6	—	—
Level 7	29.10	8.4	29.10	8.4	—	—
Security guards and gaming surveillance officers	14.50	4.6	14.42	6.2	—	—
Security guards	14.50	4.6	14.42	6.2	—	—
Food preparation and serving related occupations	8.10	7.6	10.24	17.3	6.80	7.9
Level 1	7.08	11.3	—	—	6.81	13.0
Level 2	5.87	4.2	—	—	—	—
Food service, tipped	5.22	7.4	—	—	5.33	8.0
Waiters and waitresses	4.75	6.9	—	—	—	—
Fast food and counter workers	8.11	8.2	—	—	—	—
Combined food preparation and serving workers, including fast food	7.62	1.1	—	—	—	—
Building and grounds cleaning and maintenance occupations	11.11	9.0	11.36	10.1	—	—
Level 1	9.40	5.4	9.52	6.3	—	—
Building cleaning workers	10.52	6.7	10.69	7.7	—	—
Level 1	9.40	5.4	9.52	6.3	—	—
Janitors and cleaners, except maids and housekeeping cleaners	10.74	7.5	10.77	8.2	—	—
Level 1	9.58	6.2	9.56	6.5	—	—
Personal care and service occupations	10.39	6.6	—	—	9.93	7.5
Sales and related occupations	17.26	9.0	21.57	8.5	8.59	9.3
Level 1	7.53	.8	—	—	7.53	.8
Level 2	9.52	15.2	—	—	8.21	9.0
Level 3	9.51	3.4	—	—	—	—
First-line supervisors/managers, sales workers	21.62	16.9	—	—	—	—
Retail sales workers	11.92	13.2	15.49	13.7	7.96	3.0
Level 1	7.53	.8	—	—	7.53	.8
Level 2	9.69	16.6	—	—	8.17	10.4
Level 3	10.20	12.6	—	—	—	—
Cashiers, all workers	9.32	11.9	—	—	7.61	2.5
Cashiers	9.32	11.9	—	—	7.61	2.5
Retail salespersons	12.45	15.1	15.09	19.2	8.50	1.8
Level 3	12.20	7.1	—	—	—	—
Office and administrative support occupations	14.98	3.3	15.30	3.4	10.32	7.8
Level 1	8.62	3.6	—	—	—	—
Level 2	11.41	3.2	11.80	4.6	9.92	3.1
Level 3	12.40	3.6	12.57	3.5	—	—
Level 4	15.00	3.9	15.06	3.7	13.39	13.7
Level 5	15.08	6.3	15.33	5.4	—	—
Level 6	18.59	5.8	18.59	5.8	—	—
Level 7	18.29	4.4	18.29	4.4	—	—
Not able to be leveled	17.53	5.8	17.88	4.5	—	—
First-line supervisors/managers of office and administrative support workers	19.42	10.5	19.42	10.5	—	—
Financial clerks	13.91	3.1	14.00	3.7	—	—

See footnotes at end of table.

Table 2. **Civilian workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Rochester, NY, March 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)
Financial clerks –Continued						
Level 4	\$13.92	4.8	\$13.90	5.2	–	–
Bookkeeping, accounting, and auditing clerks	14.87	4.4	14.92	4.6	–	–
Level 4	13.87	7.2	–	–	–	–
Customer service representatives	16.58	6.8	16.69	7.0	–	–
Level 4	15.56	2.9	15.49	3.0	–	–
Receptionists and information clerks	13.66	15.2	–	–	–	–
Shipping, receiving, and traffic clerks	12.46	4.9	12.84	5.1	–	–
Stock clerks and order fillers	13.90	19.6	14.83	19.2	–	–
Secretaries and administrative assistants	16.89	5.6	17.11	5.6	–	–
Level 4	14.10	7.3	14.10	7.3	–	–
Executive secretaries and administrative assistants	19.23	7.0	19.23	7.0	–	–
Secretaries, except legal, medical, and executive	15.18	5.0	15.56	4.5	–	–
Level 4	14.10	7.3	14.10	7.3	–	–
Data entry and information processing workers	12.55	7.8	12.55	7.8	–	–
Data entry keyers	12.01	9.3	12.01	9.4	–	–
Office clerks, general	13.72	6.7	13.89	6.9	–	–
Level 4	14.93	8.2	14.93	8.4	–	–
Construction and extraction occupations	20.55	17.9	20.51	18.2	–	–
Level 7	27.90	3.8	28.26	3.7	–	–
Electricians	24.21	4.6	24.21	4.6	–	–
Installation, maintenance, and repair occupations	17.16	16.0	17.25	16.4	–	–
Level 4	17.02	13.7	17.02	13.7	–	–
Level 5	17.85	7.8	17.85	7.8	–	–
Level 7	21.63	8.7	21.63	8.7	–	–
Industrial machinery installation, repair, and maintenance workers	17.19	6.1	17.19	6.1	–	–
Level 5	16.50	4.1	16.50	4.1	–	–
Line installers and repairers	32.82	1.4	32.82	1.4	–	–

See footnotes at end of table.

Table 2. **Civilian workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Rochester, NY, March 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	\$15.74	5.0	\$15.82	5.3	—	—
Level 1	10.50	5.7	—	—	—	—
Level 2	10.84	11.6	10.84	11.6	—	—
Level 3	12.30	.1	12.30	.1	—	—
Level 4	14.24	1.5	14.24	1.5	—	—
Level 5	19.02	12.4	19.02	12.4	—	—
Level 6	19.07	3.7	19.07	3.7	—	—
Level 7	23.83	2.3	23.83	2.3	—	—
Not able to be leveled	18.38	5.6	18.38	5.6	—	—
Electrical, electronics, and electromechanical assemblers	13.97	26.7	13.97	26.7	—	—
Miscellaneous assemblers and fabricators	11.88	10.2	11.88	10.2	—	—
Machine tool cutting setters, operators, and tenders, metal and plastic	14.02	2.9	14.02	2.9	—	—
Inspectors, testers, sorters, samplers, and weighers	18.10	12.2	18.10	12.2	—	—
Miscellaneous production workers	12.33	32.3	13.25	27.9	—	—
Transportation and material moving occupations	11.37	7.1	12.10	6.5	\$9.10	13.5
Level 1	8.12	5.9	8.83	5.7	—	—
Level 2	11.64	4.5	11.75	5.1	—	—
Level 3	13.15	15.2	13.23	15.8	—	—
Driver/sales workers and truck drivers	12.72	9.1	12.84	9.5	—	—
Truck drivers, light or delivery services	11.83	11.9	—	—	—	—
Laborers and material movers, hand	9.41	10.1	10.44	7.4	—	—
Level 1	8.14	7.2	—	—	—	—
Laborers and freight, stock, and material movers, hand	11.12	8.0	—	—	—	—
Level 1	9.16	6.2	—	—	—	—

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

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

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

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

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

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 3. Private industry workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Rochester, NY, March 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	\$18.92	4.5	\$20.15	4.9	\$10.47	7.2
Management occupations	34.96	11.8	34.97	11.8	—	—
Level 9	28.23	14.3	28.27	14.4	—	—
Level 11	32.61	5.1	32.61	5.1	—	—
Not able to be leveled	43.41	25.6	43.41	25.6	—	—
Financial managers	34.72	30.7	34.72	30.7	—	—
Education administrators	31.95	17.7	31.95	17.7	—	—
Business and financial operations occupations	23.53	6.7	23.91	6.9	—	—
Level 7	19.11	4.0	19.59	4.8	—	—
Human resources, training, and labor relations specialists	24.03	11.4	—	—	—	—
Accountants and auditors	19.39	6.2	19.39	6.2	—	—
Computer and mathematical science occupations	30.76	8.7	30.23	8.8	—	—
Level 9	29.90	8.7	29.90	8.7	—	—
Computer software engineers	38.67	6.1	38.67	6.1	—	—
Computer systems analysts	29.62	13.3	28.11	12.0	—	—
Architecture and engineering occupations	31.19	10.6	31.19	10.6	—	—
Engineers	36.48	3.5	36.48	3.5	—	—
Life, physical, and social science occupations	22.39	15.0	22.28	15.1	—	—
Community and social services occupations	16.77	6.6	—	—	—	—
Education, training, and library occupations	39.86	28.6	45.81	26.3	—	—
Postsecondary teachers	58.88	26.3	58.95	26.3	—	—
Primary, secondary, and special education school teachers	19.49	8.9	—	—	—	—
Arts, design, entertainment, sports, and media occupations	26.48	15.7	26.48	15.7	—	—
Healthcare practitioner and technical occupations	23.96	7.1	23.47	5.9	27.37	14.5
Level 4	14.89	1.7	14.79	2.2	—	—
Level 7	23.32	4.5	23.07	5.8	24.66	2.8
Level 8	—	—	25.33	2.2	—	—
Level 9	28.44	3.7	28.46	3.9	—	—
Registered nurses	27.33	4.9	27.32	5.5	27.41	1.4
Level 7	24.47	4.7	24.29	6.2	—	—
Level 9	29.08	4.7	—	—	—	—
Therapists	25.06	4.8	—	—	—	—
Clinical laboratory technologists and technicians	17.05	12.0	17.01	12.0	—	—
Licensed practical and licensed vocational nurses	16.95	3.2	16.59	2.1	—	—
Level 4	16.25	1.3	—	—	—	—
Healthcare support occupations	10.69	4.2	10.79	5.2	9.73	7.8
Level 3	10.51	4.9	10.94	3.2	9.65	8.3
Nursing, psychiatric, and home health aides	10.19	3.8	10.25	4.3	9.73	7.8
Level 3	10.47	5.0	10.90	3.2	9.65	8.3
Nursing aides, orderlies, and attendants	10.01	9.0	10.08	10.2	9.74	8.9
Level 3	10.52	5.1	10.95	3.3	9.65	9.6
Protective service occupations	24.82	15.5	26.15	14.8	—	—
Food preparation and serving related occupations	8.09	8.1	10.43	18.3	6.68	9.1
Level 1	6.86	14.3	—	—	6.52	14.8
Level 2	5.87	4.2	—	—	—	—
Food service, tipped	5.01	7.1	—	—	5.07	7.8
Waiters and waitresses	4.75	6.9	—	—	—	—
Fast food and counter workers	8.17	9.1	—	—	—	—
Building and grounds cleaning and maintenance occupations	10.04	11.0	10.22	12.3	—	—

See footnotes at end of table.

Table 3. Private industry workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Rochester, NY, March 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)
Building and grounds cleaning and maintenance occupations —Continued						
Level 1	\$9.08	4.2	\$9.16	4.9	—	—
Building cleaning workers	9.13	4.0	9.22	4.7	—	—
Level 1	9.08	4.2	9.16	4.9	—	—
Janitors and cleaners, except maids and housekeeping cleaners	9.28	4.9	9.24	5.1	—	—
Level 1	9.24	5.1	9.19	5.3	—	—
Personal care and service occupations	10.28	6.4	—	—	\$9.76	8.1
Sales and related occupations	17.23	9.2	21.63	8.7	8.59	9.3
Level 1	7.53	.8	—	—	7.53	.8
Level 2	8.34	11.1	—	—	8.21	9.0
Level 3	9.51	3.4	—	—	—	—
First-line supervisors/managers, sales workers	21.62	16.9	—	—	—	—
Retail sales workers	11.75	13.8	15.33	14.7	7.96	3.0
Level 1	7.53	.8	—	—	7.53	.8
Level 2	8.34	12.5	—	—	8.17	10.4
Level 3	10.20	12.6	—	—	—	—
Cashiers, all workers	8.53	7.6	—	—	7.61	2.5
Cashiers	8.53	7.6	—	—	7.61	2.5
Retail salespersons	12.45	15.1	15.09	19.2	8.50	1.8
Level 3	12.20	7.1	—	—	—	—
Office and administrative support occupations	14.81	3.6	15.12	3.7	10.34	8.4
Level 1	8.62	3.6	—	—	—	—
Level 2	11.37	3.3	11.73	4.6	9.92	3.5
Level 3	12.35	3.8	12.54	3.7	—	—
Level 4	14.80	4.1	14.80	4.1	14.82	13.1
Level 5	15.13	6.6	15.39	5.7	—	—
Level 6	18.50	7.8	18.50	7.8	—	—
Level 7	18.29	4.4	18.29	4.4	—	—
Not able to be leveled	17.53	5.8	17.88	4.5	—	—
First-line supervisors/managers of office and administrative support workers	19.42	10.5	19.42	10.5	—	—
Financial clerks	13.82	3.2	13.90	3.9	—	—
Level 4	13.54	5.0	13.49	5.5	—	—
Bookkeeping, accounting, and auditing clerks	14.81	4.7	14.86	4.9	—	—
Customer service representatives	16.58	6.8	16.69	7.0	—	—
Level 4	15.56	2.9	15.49	3.0	—	—
Receptionists and information clerks	13.66	15.2	—	—	—	—
Shipping, receiving, and traffic clerks	12.46	4.9	12.84	5.1	—	—
Stock clerks and order fillers	13.17	23.4	14.14	23.2	—	—
Secretaries and administrative assistants	16.40	6.3	16.63	6.3	—	—
Level 4	14.10	7.3	14.10	7.3	—	—
Executive secretaries and administrative assistants	18.78	7.7	18.78	7.7	—	—
Secretaries, except legal, medical, and executive	14.63	5.2	15.04	4.2	—	—
Level 4	14.10	7.3	14.10	7.3	—	—
Data entry and information processing workers	11.87	9.9	—	—	—	—
Data entry keyers	11.87	9.9	—	—	—	—
Office clerks, general	13.64	8.0	13.78	8.1	—	—
Level 4	15.02	10.3	—	—	—	—
Construction and extraction occupations	20.54	20.1	20.54	20.1	—	—
Level 7	28.27	4.1	28.27	4.1	—	—
Electricians	24.21	4.6	24.21	4.6	—	—
Installation, maintenance, and repair occupations	17.09	18.7	17.19	19.2	—	—
Level 4	17.02	13.7	17.02	13.7	—	—
Level 5	19.38	11.5	19.38	11.5	—	—
Level 7	21.63	8.7	21.63	8.7	—	—
Industrial machinery installation, repair, and maintenance workers	16.98	3.4	16.98	3.4	—	—
Line installers and repairers	32.82	1.4	32.82	1.4	—	—

See footnotes at end of table.

Table 3. Private industry workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Rochester, NY, March 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	\$15.68	5.1	\$15.76	5.3	—	—
Level 1	10.50	5.7	—	—	—	—
Level 2	10.84	11.6	10.84	11.6	—	—
Level 3	12.30	.1	12.30	.1	—	—
Level 4	14.24	1.5	14.24	1.5	—	—
Level 5	18.91	14.0	18.91	14.0	—	—
Level 6	19.07	3.7	19.07	3.7	—	—
Level 7	23.83	2.3	23.83	2.3	—	—
Not able to be leveled	18.38	5.6	18.38	5.6	—	—
Electrical, electronics, and electromechanical assemblers	13.97	26.7	13.97	26.7	—	—
Miscellaneous assemblers and fabricators	11.88	10.2	11.88	10.2	—	—
Machine tool cutting setters, operators, and tenders, metal and plastic	14.02	2.9	14.02	2.9	—	—
Inspectors, testers, sorters, samplers, and weighers	18.10	12.2	18.10	12.2	—	—
Miscellaneous production workers	12.33	32.3	13.25	27.9	—	—
Transportation and material moving occupations	11.29	7.4	12.03	6.7	\$9.08	13.7
Level 1	8.12	5.9	8.83	5.7	—	—
Level 2	11.29	4.5	—	—	—	—
Level 3	13.15	15.2	13.23	15.8	—	—
Driver/sales workers and truck drivers	12.62	9.5	12.75	9.9	—	—
Truck drivers, light or delivery services	11.62	12.6	—	—	—	—
Laborers and material movers, hand	9.41	10.1	10.44	7.4	—	—
Level 1	8.14	7.2	—	—	—	—
Laborers and freight, stock, and material movers, hand	11.12	8.0	—	—	—	—
Level 1	9.16	6.2	—	—	—	—

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

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

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

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

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

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 4. **State and local government workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Rochester, NY, March 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	\$23.96	2.7	\$24.92	3.2	\$11.96	5.6
Community and social services occupations	27.43	7.3	27.43	7.3	—	—
Education, training, and library occupations	29.94	.1	31.84	.2	11.45	3.7
Level 8	33.98	.0	33.98	.0	—	—
Level 9	36.83	.3	36.87	.2	—	—
Primary, secondary, and special education school teachers	35.08	5.0	35.40	4.2	—	—
Level 8	33.98	.0	33.98	.0	—	—
Level 9	36.44	2.1	36.44	2.1	—	—
Elementary and middle school teachers	33.55	7.2	34.16	6.0	—	—
Elementary school teachers, except special education	34.08	7.1	34.88	5.3	—	—
Secondary school teachers	36.13	.6	36.13	.6	—	—
Teacher assistants	11.40	10.3	11.80	15.3	—	—
Healthcare practitioner and technical occupations	20.71	7.4	22.61	9.9	—	—
Protective service occupations	24.19	3.0	24.93	5.1	—	—
Office and administrative support occupations	16.49	4.1	16.79	3.5	—	—
Level 4	15.81	10.0	16.16	8.0	—	—
Construction and extraction occupations	20.60	6.4	—	—	—	—

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

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

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

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

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

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 5. Combined work levels¹ for civilian workers: Mean hourly earnings² for full-time and part-time workers³, Rochester, NY, March 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	\$19.59	3.9	\$20.82	4.3	\$10.60	6.5
Management occupations	36.56	11.0	36.57	11.0	—	—
Group III	32.50	6.3	—	—	—	—
Financial managers	34.72	30.7	34.72	30.7	—	—
Education administrators	57.48	44.7	57.48	44.7	—	—
Business and financial operations occupations	23.74	6.0	24.08	6.2	—	—
Group II	20.20	4.2	—	—	—	—
Group III	25.71	9.9	—	—	—	—
Human resources, training, and labor relations specialists	24.03	11.4	—	—	—	—
Accountants and auditors	19.39	6.2	19.39	6.2	—	—
Computer and mathematical science occupations	31.10	8.6	30.60	8.7	—	—
Group II	24.89	7.3	—	—	—	—
Group III	34.18	10.1	—	—	—	—
Computer software engineers	38.67	6.1	38.67	6.1	—	—
Computer support specialists	30.91	17.0	30.91	17.0	—	—
Computer systems analysts	29.62	13.3	28.11	12.0	—	—
Group III	36.88	6.4	—	—	—	—
Architecture and engineering occupations	31.19	10.6	31.19	10.6	—	—
Group II	22.32	9.2	—	—	—	—
Group III	36.37	6.1	—	—	—	—
Engineers	36.48	3.5	36.48	3.5	—	—
Group III	37.66	3.1	—	—	—	—
Life, physical, and social science occupations	23.47	12.7	23.40	12.8	—	—
Group III	28.95	5.5	—	—	—	—
Community and social services occupations	23.44	10.9	23.70	10.8	—	—
Group II	18.77	4.9	—	—	—	—
Social workers	19.87	3.5	—	—	—	—
Group II	19.87	3.5	—	—	—	—
Education, training, and library occupations	33.39	11.5	36.43	11.1	10.82	6.0
Group I	10.61	11.0	—	—	—	—
Group II	30.19	9.0	—	—	—	—
Group III	36.67	2.7	—	—	—	—
Postsecondary teachers	58.54	24.3	58.78	24.5	—	—
Group III	42.11	5.7	—	—	—	—
Arts, communications, and humanities teachers, postsecondary	42.35	4.5	—	—	—	—
Primary, secondary, and special education school teachers	32.52	5.6	33.42	5.2	—	—
Group II	31.44	7.3	—	—	—	—
Group III	33.83	6.7	—	—	—	—
Elementary and middle school teachers	31.47	6.0	32.01	5.1	—	—
Group II	31.05	8.8	—	—	—	—
Elementary school teachers, except special education	31.49	7.0	32.15	5.7	—	—
Group II	30.93	11.8	—	—	—	—
Secondary school teachers	33.99	5.4	33.99	5.4	—	—
Secondary school teachers, except special and vocational education	32.75	8.8	32.75	8.8	—	—
Teacher assistants	10.68	9.9	11.63	14.7	—	—
Group I	10.59	11.6	11.65	17.1	—	—
Arts, design, entertainment, sports, and media occupations	26.28	14.3	26.28	14.3	—	—
Group II	18.60	10.7	—	—	—	—
Healthcare practitioner and technical occupations	23.49	6.3	23.36	5.3	24.35	17.6
Group I	15.24	2.1	—	—	—	—
Group II	22.05	3.2	—	—	—	—

See footnotes at end of table.

Table 5. Combined work levels¹ for civilian workers: Mean hourly earnings² for full-time and part-time workers³, Rochester, NY, March 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)
Healthcare practitioner and technical occupations						
—Continued						
Group III	\$30.26	7.3	—	—	—	—
Registered nurses	27.06	4.7	\$27.02	5.1	\$27.41	1.4
Group II	24.64	3.2	24.07	3.4	27.24	2.9
Group III	31.21	8.4	31.27	8.5	—	—
Therapists	26.52	6.9	26.56	7.9	—	—
Group II	26.52	6.9	—	—	—	—
Clinical laboratory technologists and technicians	17.05	12.0	17.01	12.0	—	—
Licensed practical and licensed vocational nurses	16.88	2.5	16.62	1.4	—	—
Group I	16.40	.8	16.41	.9	—	—
Group II	17.28	3.5	—	—	—	—
Healthcare support occupations	11.03	4.8	11.15	5.6	9.73	7.8
Group I	10.91	4.6	—	—	—	—
Nursing, psychiatric, and home health aides	10.54	5.0	10.64	5.8	9.73	7.8
Group I	10.54	5.1	—	—	—	—
Nursing aides, orderlies, and attendants	10.41	8.2	10.57	9.2	9.74	8.9
Group I	10.40	8.4	10.57	9.2	9.65	9.3
Protective service occupations	24.43	6.2	25.38	6.6	—	—
Group I	14.20	4.7	—	—	—	—
Group II	27.35	5.2	—	—	—	—
Security guards and gaming surveillance officers	14.50	4.6	14.42	6.2	—	—
Group I	14.64	4.7	—	—	—	—
Security guards	14.50	4.6	14.42	6.2	—	—
Group I	14.64	4.7	14.61	6.5	—	—
Food preparation and serving related occupations	8.10	7.6	10.24	17.3	6.80	7.9
Group I	7.11	6.8	—	—	—	—
Food service, tipped	5.22	7.4	—	—	5.33	8.0
Group I	5.22	7.4	—	—	—	—
Waiters and waitresses	4.75	6.9	—	—	—	—
Group I	4.75	6.9	—	—	—	—
Fast food and counter workers	8.11	8.2	—	—	—	—
Group I	8.11	8.2	—	—	—	—
Combined food preparation and serving workers, including fast food	7.62	1.1	—	—	—	—
Group I	7.62	1.1	—	—	—	—
Building and grounds cleaning and maintenance occupations	11.11	9.0	11.36	10.1	—	—
Group I	10.50	6.6	—	—	—	—
Building cleaning workers	10.52	6.7	10.69	7.7	—	—
Group I	10.52	6.7	—	—	—	—
Janitors and cleaners, except maids and housekeeping cleaners	10.74	7.5	10.77	8.2	—	—
Group I	10.74	7.5	10.77	8.2	—	—
Personal care and service occupations	10.39	6.6	—	—	9.93	7.5
Group I	9.89	5.0	—	—	—	—
Sales and related occupations	17.26	9.0	21.57	8.5	8.59	9.3
Group I	9.57	5.2	—	—	—	—
Group II	29.72	18.3	—	—	—	—
First-line supervisors/managers, sales workers	21.62	16.9	—	—	—	—
Retail sales workers	11.92	13.2	15.49	13.7	7.96	3.0
Group I	9.70	6.7	—	—	—	—
Cashiers, all workers	9.32	11.9	—	—	7.61	2.5
Group I	8.93	14.8	—	—	—	—
Cashiers	9.32	11.9	—	—	7.61	2.5
Group I	8.93	14.8	—	—	7.61	2.5
Retail salespersons	12.45	15.1	15.09	19.2	8.50	1.8
Group I	10.49	.8	—	—	8.50	1.8

See footnotes at end of table.

Table 5. **Combined work levels¹ for civilian workers: Mean hourly earnings² for full-time and part-time workers³, Rochester, NY, March 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)
Office and administrative support occupations	\$14.98	3.3	\$15.30	3.4	\$10.32	7.8
Group I	13.19	3.7	—	—	—	—
Group II	17.62	5.2	—	—	—	—
First-line supervisors/managers of office and administrative support workers	19.42	10.5	19.42	10.5	—	—
Group II	19.42	10.5	19.42	10.5	—	—
Financial clerks	13.91	3.1	14.00	3.7	—	—
Group I	12.58	3.8	—	—	—	—
Group II	16.40	3.9	—	—	—	—
Bookkeeping, accounting, and auditing clerks	14.87	4.4	14.92	4.6	—	—
Group I	13.01	7.0	13.08	7.4	—	—
Group II	16.40	3.9	16.40	3.9	—	—
Customer service representatives	16.58	6.8	16.69	7.0	—	—
Group I	13.90	7.0	14.08	6.0	—	—
Group II	20.73	6.3	20.73	6.3	—	—
Receptionists and information clerks	13.66	15.2	—	—	—	—
Shipping, receiving, and traffic clerks	12.46	4.9	12.84	5.1	—	—
Group I	12.64	5.5	—	—	—	—
Stock clerks and order fillers	13.90	19.6	14.83	19.2	—	—
Group I	13.52	28.2	—	—	—	—
Secretaries and administrative assistants	16.89	5.6	17.11	5.6	—	—
Group I	13.23	7.7	—	—	—	—
Group II	17.59	4.4	—	—	—	—
Executive secretaries and administrative assistants	19.23	7.0	19.23	7.0	—	—
Group II	18.16	7.3	18.16	7.3	—	—
Secretaries, except legal, medical, and executive	15.18	5.0	15.56	4.5	—	—
Group I	13.62	8.4	14.17	6.8	—	—
Data entry and information processing workers	12.55	7.8	12.55	7.8	—	—
Group I	12.17	10.3	—	—	—	—
Data entry keyers	12.01	9.3	12.01	9.4	—	—
Group I	11.05	10.6	—	—	—	—
Office clerks, general	13.72	6.7	13.89	6.9	—	—
Group I	13.59	8.0	13.64	8.3	—	—
Construction and extraction occupations	20.55	17.9	20.51	18.2	—	—
Group II	22.27	12.4	—	—	—	—
Electricians	24.21	4.6	24.21	4.6	—	—
Installation, maintenance, and repair occupations	17.16	16.0	17.25	16.4	—	—
Group I	16.13	12.1	—	—	—	—
Group II	21.66	8.4	—	—	—	—
Industrial machinery installation, repair, and maintenance workers	17.19	6.1	17.19	6.1	—	—
Group II	17.74	6.5	—	—	—	—
Line installers and repairers	32.82	1.4	32.82	1.4	—	—
Production occupations	15.74	5.0	15.82	5.3	—	—
Group I	12.20	5.1	—	—	—	—
Group II	21.26	4.1	—	—	—	—
Electrical, electronics, and electromechanical assemblers	13.97	26.7	13.97	26.7	—	—
Miscellaneous assemblers and fabricators	11.88	10.2	11.88	10.2	—	—
Machine tool cutting setters, operators, and tenders, metal and plastic	14.02	2.9	14.02	2.9	—	—
Group I	14.02	2.9	—	—	—	—
Inspectors, testers, sorters, samplers, and weighers	18.10	12.2	18.10	12.2	—	—
Group I	15.48	5.1	15.48	5.1	—	—
Group II	20.41	18.5	20.41	18.5	—	—
Miscellaneous production workers	12.33	32.3	13.25	27.9	—	—
Transportation and material moving occupations	11.37	7.1	12.10	6.5	9.10	13.5
Group I	10.68	7.7	—	—	—	—
Driver/sales workers and truck drivers	12.72	9.1	12.84	9.5	—	—
Group I	12.61	10.2	—	—	—	—
Truck drivers, light or delivery services	11.83	11.9	—	—	—	—

See footnotes at end of table.

Table 5. Combined work levels¹ for civilian workers: Mean hourly earnings² for full-time and part-time workers³, Rochester, NY, March 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)
Truck drivers, light or delivery services –Continued						
Group I	\$11.86	12.8	–	–	–	–
Laborers and material movers, hand	9.41	10.1	\$10.44	7.4	–	–
Group I	9.04	8.7	–	–	–	–
Laborers and freight, stock, and material movers, hand	11.12	8.0	–	–	–	–
Group I	10.41	5.4	–	–	–	–

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, Rochester, NY, March 2007

Occupation ²	10	25	Median 50	75	90
All workers	\$8.22	\$10.93	\$16.61	\$24.95	\$33.86
Management occupations	16.58	29.00	31.58	38.43	68.79
Financial managers	16.58	16.58	23.54	29.32	90.68
Education administrators	22.26	28.13	37.91	99.52	99.52
Business and financial operations occupations	17.42	18.83	22.05	27.68	31.80
Human resources, training, and labor relations specialists	16.92	16.92	20.96	31.80	31.80
Accountants and auditors	16.11	18.53	19.86	20.86	22.19
Computer and mathematical science occupations	20.99	23.75	30.49	37.17	42.82
Computer software engineers	25.57	36.13	39.80	42.42	54.33
Computer support specialists	19.71	20.19	30.67	42.82	42.82
Computer systems analysts	23.75	23.75	23.75	35.21	44.55
Architecture and engineering occupations	19.58	21.80	34.00	39.24	41.15
Engineers	29.81	34.45	36.06	39.75	41.96
Life, physical, and social science occupations	13.39	17.55	24.84	29.69	31.37
Community and social services occupations	15.53	17.42	21.41	28.25	34.00
Social workers	15.53	18.01	20.30	21.41	22.32
Education, training, and library occupations	9.49	19.48	31.01	41.67	53.47
Postsecondary teachers	33.08	37.77	44.44	65.36	130.04
Arts, communications, and humanities teachers, postsecondary	34.33	35.92	39.84	44.44	58.12
Primary, secondary, and special education school teachers	20.79	24.74	31.27	39.61	46.52
Elementary and middle school teachers	18.87	23.82	29.73	38.45	44.52
Elementary school teachers, except special education	18.33	25.57	29.59	38.66	44.52
Secondary school teachers	22.72	25.66	32.03	40.90	47.43
Secondary school teachers, except special and vocational education	22.72	23.82	30.50	38.42	45.58
Teacher assistants	7.01	8.01	9.72	11.80	19.13
Arts, design, entertainment, sports, and media occupations	17.31	18.27	23.31	30.02	32.23
Healthcare practitioner and technical occupations	14.77	17.77	22.81	28.87	31.50
Registered nurses	20.74	22.99	26.00	30.61	34.13
Therapists	20.22	22.58	26.06	29.60	32.00
Clinical laboratory technologists and technicians	11.02	14.77	16.34	20.30	22.81
Licensed practical and licensed vocational nurses	13.90	15.56	17.63	17.77	19.13
Healthcare support occupations	8.16	9.51	10.74	12.01	13.30
Nursing, psychiatric, and home health aides	8.16	9.51	10.32	11.20	12.67
Nursing aides, orderlies, and attendants	8.00	8.16	10.74	11.40	13.36
Protective service occupations	12.66	20.05	26.53	30.96	32.91
Security guards and gaming surveillance officers	11.44	12.38	14.71	16.06	18.55
Security guards	11.44	12.38	14.71	16.06	18.55
Food preparation and serving related occupations	4.35	5.63	7.15	8.94	13.25
Food service, tipped	4.16	4.35	4.60	5.63	6.42
Waiters and waitresses	4.35	4.37	4.60	4.60	5.63
Fast food and counter workers	6.62	6.62	7.85	8.94	10.84
Combined food preparation and serving workers, including fast food	6.62	6.62	7.45	8.15	8.94
Building and grounds cleaning and maintenance occupations	8.30	8.34	9.91	12.70	16.72
Building cleaning workers	8.30	8.34	9.87	12.55	16.17
Janitors and cleaners, except maids and housekeeping cleaners	8.30	8.34	10.00	12.70	16.72
Personal care and service occupations	7.50	8.96	10.76	10.76	10.93

See footnotes at end of table.

Table 6. Civilian workers: Hourly wage percentiles¹, Rochester, NY, March 2007 — Continued

Occupation ²	10	25	Median 50	75	90
Sales and related occupations	\$7.15	\$7.50	\$11.93	\$22.22	\$28.85
First-line supervisors/managers, sales workers	16.82	16.82	22.22	22.22	29.62
Retail sales workers	7.15	7.30	8.75	12.00	22.85
Cashiers, all workers	7.15	7.15	7.45	10.18	13.00
Cashiers	7.15	7.15	7.45	10.18	13.00
Retail salespersons	7.15	7.50	8.94	12.16	17.17
Office and administrative support occupations	9.70	11.79	14.25	18.00	21.47
First-line supervisors/managers of office and administrative support workers	14.72	14.72	22.43	22.43	22.43
Financial clerks	10.24	11.34	13.17	14.99	18.00
Bookkeeping, accounting, and auditing clerks	11.34	12.90	14.39	18.00	18.00
Customer service representatives	12.10	12.61	16.14	20.27	20.27
Receptionists and information clerks	10.00	10.72	12.08	19.23	19.23
Shipping, receiving, and traffic clerks	9.50	9.89	11.75	14.25	16.75
Stock clerks and order fillers	8.10	8.50	11.25	18.89	24.29
Secretaries and administrative assistants	11.63	14.32	16.92	18.60	22.43
Executive secretaries and administrative assistants	15.50	16.92	17.17	22.43	25.00
Secretaries, except legal, medical, and executive	10.90	13.47	15.45	16.60	18.89
Data entry and information processing workers	9.17	9.29	13.46	13.46	15.60
Data entry keyers	9.17	9.17	13.46	13.46	15.14
Office clerks, general	8.30	11.50	13.46	17.13	20.00
Construction and extraction occupations	8.00	15.28	18.50	28.00	29.25
Electricians	14.00	19.60	26.50	28.00	30.00
Installation, maintenance, and repair occupations	7.75	9.91	15.67	20.55	27.68
Industrial machinery installation, repair, and maintenance workers	14.32	14.80	17.47	18.77	20.04
Line installers and repairers	26.29	29.73	33.86	35.24	37.56
Production occupations	8.36	11.29	14.42	19.21	24.68
Electrical, electronics, and electromechanical assemblers	9.75	11.90	12.38	13.21	24.68
Miscellaneous assemblers and fabricators	8.35	8.35	11.29	12.70	17.59
Machine tool cutting setters, operators, and tenders, metal and plastic	10.50	12.86	14.17	15.25	15.25
Inspectors, testers, sorters, samplers, and weighers	13.00	14.42	19.21	22.57	23.87
Miscellaneous production workers	6.75	8.36	10.50	13.84	25.47
Transportation and material moving occupations	7.15	8.50	10.13	12.62	16.73
Driver/sales workers and truck drivers	10.00	10.00	11.37	15.00	17.27
Truck drivers, light or delivery services	10.00	10.00	10.13	13.00	16.20
Laborers and material movers, hand	7.15	7.15	8.50	10.50	12.00
Laborers and freight, stock, and material movers, hand	7.55	9.50	10.50	12.00	12.00

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, Rochester, NY, March 2007

Occupation ²	10	25	Median 50	75	90
All workers	\$8.00	\$10.68	\$15.53	\$23.75	\$32.73
Management occupations	15.71	28.85	31.58	36.63	63.23
Financial managers	16.58	16.58	23.54	29.32	90.68
Education administrators	22.26	22.26	22.26	28.13	64.18
Business and financial operations occupations	17.42	18.83	20.96	28.32	31.80
Human resources, training, and labor relations specialists	16.92	16.92	20.96	31.80	31.80
Accountants and auditors	16.11	18.53	19.86	20.86	22.19
Computer and mathematical science occupations	20.99	23.75	30.26	36.63	42.42
Computer software engineers	25.57	36.13	39.80	42.42	54.33
Computer systems analysts	23.75	23.75	23.75	35.21	44.55
Architecture and engineering occupations	19.58	21.80	34.00	39.24	41.15
Engineers	29.81	34.45	36.06	39.75	41.96
Life, physical, and social science occupations	12.81	16.08	24.84	25.61	33.61
Community and social services occupations	13.59	15.38	15.61	18.46	20.30
Education, training, and library occupations	8.38	20.79	32.73	45.37	71.65
Postsecondary teachers	32.73	37.77	44.05	65.36	130.04
Primary, secondary, and special education school teachers	12.82	17.50	20.79	22.72	22.72
Arts, design, entertainment, sports, and media occupations	17.31	18.27	24.14	30.29	32.23
Healthcare practitioner and technical occupations	15.22	19.13	22.99	28.87	31.50
Registered nurses	20.50	22.81	26.33	31.50	35.00
Therapists	20.22	22.07	24.93	28.91	31.22
Clinical laboratory technologists and technicians	11.02	14.77	16.34	20.30	22.81
Licensed practical and licensed vocational nurses	13.76	15.50	17.63	18.63	19.13
Healthcare support occupations	8.16	9.51	10.74	12.00	12.44
Nursing, psychiatric, and home health aides	8.16	9.51	10.14	10.85	12.29
Nursing aides, orderlies, and attendants	8.00	8.16	10.74	10.93	12.41
Protective service occupations	12.66	14.71	30.96	32.91	32.91
Food preparation and serving related occupations	4.35	4.60	7.00	8.94	13.74
Food service, tipped	4.16	4.35	4.60	5.63	6.42
Waiters and waitresses	4.35	4.37	4.60	4.60	5.63
Fast food and counter workers	6.62	6.62	8.15	8.94	10.84
Building and grounds cleaning and maintenance occupations	8.11	8.30	8.34	10.00	12.70
Building cleaning workers	8.00	8.30	8.34	10.00	10.40
Janitors and cleaners, except maids and housekeeping cleaners	8.30	8.34	8.34	10.00	10.70
Personal care and service occupations	7.50	8.91	10.76	10.76	10.93
Sales and related occupations	7.15	7.50	11.93	22.22	28.85
First-line supervisors/managers, sales workers	16.82	16.82	22.22	22.22	29.62
Retail sales workers	7.15	7.30	8.55	12.00	22.85
Cashiers, all workers	7.15	7.15	7.45	9.47	11.69
Cashiers	7.15	7.15	7.45	9.47	11.69
Retail salespersons	7.15	7.50	8.94	12.16	17.17
Office and administrative support occupations	9.44	11.64	13.87	17.48	21.11
First-line supervisors/managers of office and administrative support workers	14.72	14.72	22.43	22.43	22.43
Financial clerks	9.70	11.34	13.17	14.99	18.00
Bookkeeping, accounting, and auditing clerks	11.34	12.90	14.39	18.00	18.00
Customer service representatives	12.10	12.61	16.14	20.27	20.27
Receptionists and information clerks	10.00	10.72	12.08	19.23	19.23
Shipping, receiving, and traffic clerks	9.50	9.89	11.75	14.25	16.75

See footnotes at end of table.

Table 7. Private industry workers: Hourly wage percentiles¹, Rochester, NY, March 2007 — Continued

Occupation ²	10	25	Median 50	75	90
Stock clerks and order fillers	\$8.00	\$8.50	\$10.10	\$13.50	\$24.29
Secretaries and administrative assistants	11.37	14.04	16.48	17.11	23.07
Executive secretaries and administrative assistants	14.90	16.92	16.92	21.08	25.00
Secretaries, except legal, medical, and executive	10.75	13.00	14.90	16.48	17.30
Data entry and information processing workers	9.17	9.17	13.46	13.46	15.14
Data entry keyers	9.17	9.17	13.46	13.46	15.14
Office clerks, general	8.30	11.50	13.46	17.13	20.00
Construction and extraction occupations	8.00	15.28	18.33	28.00	29.25
Electricians	14.00	19.60	26.50	28.00	30.00
Installation, maintenance, and repair occupations	7.75	7.75	15.67	20.73	29.73
Industrial machinery installation, repair, and maintenance workers	12.15	15.75	17.47	18.77	19.46
Line installers and repairers	26.29	29.73	33.86	35.24	37.56
Production occupations	8.36	11.20	14.40	19.21	24.68
Electrical, electronics, and electromechanical assemblers	9.75	11.90	12.38	13.21	24.68
Miscellaneous assemblers and fabricators	8.35	8.35	11.29	12.70	17.59
Machine tool cutting setters, operators, and tenders, metal and plastic	10.50	12.86	14.17	15.25	15.25
Inspectors, testers, sorters, samplers, and weighers	13.00	14.42	19.21	22.57	23.87
Miscellaneous production workers	6.75	8.36	10.50	13.84	25.47
Transportation and material moving occupations	7.15	8.50	10.00	12.25	16.73
Driver/sales workers and truck drivers	10.00	10.00	11.00	15.00	17.27
Truck drivers, light or delivery services	10.00	10.00	10.13	11.37	16.20
Laborers and material movers, hand	7.15	7.15	8.50	10.50	12.00
Laborers and freight, stock, and material movers, hand	7.55	9.50	10.50	12.00	12.00

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, Rochester, NY, March 2007

Occupation ²	10	25	Median 50	75	90
All workers	\$11.37	\$14.92	\$21.56	\$29.69	\$40.14
Community and social services occupations	19.50	21.41	22.98	34.00	36.20
Education, training, and library occupations	9.73	19.13	30.18	39.47	48.19
Primary, secondary, and special education school teachers	24.68	27.82	33.11	41.76	48.85
Elementary and middle school teachers	22.90	26.86	32.03	40.02	45.36
Elementary school teachers, except special education	25.57	27.55	32.03	41.12	44.57
Secondary school teachers	25.61	28.91	34.71	42.82	49.37
Teacher assistants	7.65	8.97	10.18	12.22	19.13
Healthcare practitioner and technical occupations	12.94	14.81	17.77	24.13	29.31
Protective service occupations	13.67	20.10	26.35	28.71	30.72
Office and administrative support occupations	11.66	13.50	15.73	19.45	22.43
Construction and extraction occupations	13.98	15.75	20.00	24.62	25.78

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 9. Full-time¹ civilian workers: Hourly wage percentiles², Rochester, NY, March 2007

Occupation ³	Full-time workers				
	10	25	Median 50	75	90
All workers	\$9.50	\$12.27	\$17.97	\$26.03	\$35.08
Management occupations	16.58	29.00	31.58	38.43	68.79
Financial managers	16.58	16.58	23.54	29.32	90.68
Education administrators	22.26	28.13	37.91	99.52	99.52
Business and financial operations occupations	17.65	18.83	22.19	28.44	31.80
Accountants and auditors	16.11	18.53	19.86	20.86	22.19
Computer and mathematical science occupations	20.99	23.75	30.18	36.61	42.42
Computer software engineers	25.57	36.13	39.80	42.42	54.33
Computer support specialists	19.71	20.19	30.67	42.82	42.82
Computer systems analysts	23.75	23.75	23.75	32.63	37.45
Architecture and engineering occupations	19.58	21.80	34.00	39.24	41.15
Engineers	29.81	34.45	36.06	39.75	41.96
Life, physical, and social science occupations	13.33	17.55	24.84	29.49	31.37
Community and social services occupations	15.53	18.01	21.41	29.59	34.00
Education, training, and library occupations	12.70	22.90	32.96	42.86	55.25
Postsecondary teachers	33.62	37.77	44.44	65.36	130.04
Primary, secondary, and special education school teachers	22.72	25.85	31.69	40.15	47.09
Elementary and middle school teachers	20.79	24.74	30.36	38.45	44.52
Elementary school teachers, except special education	19.48	25.88	30.36	39.20	44.52
Secondary school teachers	22.72	25.66	32.03	40.90	47.43
Secondary school teachers, except special and vocational education	22.72	23.82	30.50	38.42	45.58
Teacher assistants	7.65	8.38	10.27	12.70	19.13
Arts, design, entertainment, sports, and media occupations	17.31	18.27	23.31	30.02	32.23
Healthcare practitioner and technical occupations	14.94	17.77	22.80	28.87	31.50
Registered nurses	20.50	22.67	25.94	30.63	34.13
Therapists	20.22	22.15	26.06	30.11	33.39
Clinical laboratory technologists and technicians	11.02	14.77	16.34	20.61	22.81
Licensed practical and licensed vocational nurses	13.84	15.30	17.15	17.63	18.30
Healthcare support occupations	8.40	9.84	10.74	12.11	13.36
Nursing, psychiatric, and home health aides	8.16	9.51	10.32	11.37	13.30
Nursing aides, orderlies, and attendants	8.00	8.16	10.74	12.41	13.36
Protective service occupations	14.81	20.72	26.79	30.96	32.91
Security guards and gaming surveillance officers	10.55	12.00	12.87	16.69	19.33
Security guards	10.55	12.00	12.87	16.69	19.33
Food preparation and serving related occupations	4.60	7.45	8.94	10.87	19.44
Building and grounds cleaning and maintenance occupations	8.30	8.34	9.91	12.70	16.72
Building cleaning workers	8.30	8.34	9.87	12.70	16.72
Janitors and cleaners, except maids and housekeeping cleaners	8.30	8.34	9.91	12.70	16.72
Sales and related occupations	8.27	11.83	16.82	25.48	35.12
Retail sales workers	8.00	9.00	12.00	18.00	25.09
Retail salespersons	7.50	8.27	10.54	13.76	22.85
Office and administrative support occupations	10.51	12.25	14.39	18.00	21.90
First-line supervisors/managers of office and administrative support workers	14.72	14.72	22.43	22.43	22.43
Financial clerks	9.70	11.34	13.50	14.99	18.00
Bookkeeping, accounting, and auditing clerks	11.34	12.90	14.39	18.00	18.00
Customer service representatives	12.10	12.86	16.02	20.27	20.27

See footnotes at end of table.

Table 9. Full-time¹ civilian workers: Hourly wage percentiles², Rochester, NY, March 2007 — Continued

Occupation ³	Full-time workers				
	10	25	Median 50	75	90
Shipping, receiving, and traffic clerks	\$9.89	\$11.64	\$12.44	\$14.25	\$16.75
Stock clerks and order fillers	8.50	8.50	12.25	18.94	24.29
Secretaries and administrative assistants	12.26	14.56	16.92	18.89	22.43
Executive secretaries and administrative assistants	15.50	16.92	17.17	22.43	25.00
Secretaries, except legal, medical, and executive	11.63	13.97	15.93	16.81	18.94
Data entry and information processing workers	9.17	9.29	13.46	13.46	15.60
Data entry keyers	9.17	9.17	13.46	13.46	15.14
Office clerks, general	8.30	11.50	13.46	17.13	20.00
Construction and extraction occupations	8.00	15.28	18.33	28.00	29.25
Electricians	14.00	19.60	26.50	28.00	30.00
Installation, maintenance, and repair occupations	7.75	9.91	15.67	20.55	27.89
Industrial machinery installation, repair, and maintenance workers	14.32	14.80	17.47	18.77	20.04
Line installers and repairers	26.29	29.73	33.86	35.24	37.56
Production occupations	8.50	11.29	14.42	19.21	24.68
Electrical, electronics, and electromechanical assemblers	9.75	11.90	12.38	13.21	24.68
Miscellaneous assemblers and fabricators	8.35	8.35	11.29	12.70	17.59
Machine tool cutting setters, operators, and tenders, metal and plastic	10.50	12.86	14.17	15.25	15.25
Inspectors, testers, sorters, samplers, and weighers	13.00	14.42	19.21	22.57	23.87
Miscellaneous production workers	8.36	8.50	12.50	14.15	25.47
Transportation and material moving occupations	8.50	9.50	10.13	14.30	17.27
Driver/sales workers and truck drivers	10.00	10.00	12.00	15.34	17.27
Laborers and material movers, hand	8.50	8.50	9.50	12.00	12.00

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

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

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

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 10. Part-time¹ civilian workers: Hourly wage percentiles², Rochester, NY, March 2007

Occupation ³	Part-time workers				
	10	25	Median 50	75	90
All workers	\$6.62	\$7.15	\$8.01	\$10.86	\$16.92
Education, training, and library occupations	7.01	7.88	9.75	12.82	15.71
Healthcare practitioner and technical occupations	12.94	17.17	23.08	29.00	32.19
Registered nurses	22.41	23.36	27.62	29.90	33.70
Healthcare support occupations	7.25	8.00	10.48	10.93	11.40
Nursing, psychiatric, and home health aides	7.25	8.00	10.48	10.93	11.40
Nursing aides, orderlies, and attendants	7.25	7.75	10.84	10.93	11.40
Food preparation and serving related occupations	4.35	4.60	6.62	7.50	9.75
Food service, tipped	4.16	4.35	4.60	5.63	6.42
Personal care and service occupations	7.50	8.15	10.76	10.76	10.76
Sales and related occupations	7.00	7.15	7.35	8.07	9.93
Retail sales workers	7.10	7.15	7.35	7.75	9.93
Cashiers, all workers	7.15	7.15	7.15	7.45	8.95
Cashiers	7.15	7.15	7.15	7.45	8.95
Retail salespersons	7.00	7.30	7.50	9.29	11.29
Office and administrative support occupations	7.25	8.00	10.00	10.86	13.70
Transportation and material moving occupations	7.15	7.15	7.25	11.37	12.55

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

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

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

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 11. Full-time¹ civilian workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Rochester, NY, March 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	\$20.82	\$17.97	\$823	\$699	39.5	\$41,598	\$36,130	1,998
Management occupations	36.57	31.58	1,512	1,465	41.3	78,619	76,180	2,150
Financial managers	34.72	23.54	1,358	942	39.1	70,639	48,963	2,034
Education administrators	57.48	37.91	2,277	1,516	39.6	118,392	78,857	2,060
Business and financial operations occupations	24.08	22.19	1,025	1,035	42.6	53,313	53,840	2,214
Accountants and auditors	19.39	19.86	793	794	40.9	41,213	41,300	2,125
Computer and mathematical science occupations	30.60	30.18	1,265	1,220	41.3	65,788	63,419	2,150
Computer software engineers	38.67	39.80	1,547	1,592	40.0	80,438	82,784	2,080
Computer support specialists	30.91	30.67	1,218	1,227	39.4	63,335	63,783	2,049
Computer systems analysts	28.11	23.75	1,241	1,128	44.1	64,531	58,663	2,295
Architecture and engineering occupations	31.19	34.00	1,250	1,364	40.1	65,019	70,930	2,084
Engineers	36.48	36.06	1,465	1,442	40.2	76,189	75,001	2,089
Life, physical, and social science occupations	23.40	24.84	935	994	40.0	48,579	51,667	2,076
Community and social services occupations	23.70	21.41	885	799	37.3	44,653	41,077	1,884
Education, training, and library occupations	36.43	32.96	1,333	1,201	36.6	53,459	46,879	1,467
Postsecondary teachers	58.78	44.44	2,287	1,763	38.9	91,374	71,296	1,555
Primary, secondary, and special education school teachers	33.42	31.69	1,219	1,145	36.5	48,175	44,828	1,442
Elementary and middle school teachers	32.01	30.36	1,181	1,101	36.9	46,411	42,625	1,450
Elementary school teachers, except special education	32.15	30.36	1,168	1,100	36.3	46,164	42,544	1,436
Secondary school teachers	33.99	32.03	1,232	1,174	36.2	49,239	46,323	1,449
Secondary school teachers, except special and vocational education	32.75	30.50	1,210	1,121	37.0	47,847	43,640	1,461
Teacher assistants	11.63	10.27	386	358	33.2	16,042	15,394	1,380
Arts, design, entertainment, sports, and media occupations	26.28	23.31	1,043	932	39.7	50,132	46,738	1,908
Healthcare practitioner and technical occupations	23.36	22.80	923	906	39.5	47,594	46,800	2,038
Registered nurses	27.02	25.94	1,064	1,031	39.4	55,348	53,635	2,049
Therapists	26.56	26.06	1,032	1,029	38.9	49,643	48,402	1,869
Clinical laboratory technologists and technicians	17.01	16.34	679	654	39.9	35,291	33,987	2,074
Licensed practical and licensed vocational nurses	16.62	17.15	657	681	39.6	34,178	35,429	2,057
Healthcare support occupations	11.15	10.74	437	420	39.2	22,699	21,840	2,036
Nursing, psychiatric, and home health aides	10.64	10.32	422	413	39.6	21,922	21,466	2,059
Nursing aides, orderlies, and attendants	10.57	10.74	414	416	39.1	21,516	21,649	2,035
Protective service occupations	25.38	26.79	1,015	1,072	40.0	52,104	55,719	2,053
Security guards and gaming surveillance officers	14.42	12.87	577	515	40.0	27,930	26,339	1,936
Security guards	14.42	12.87	577	515	40.0	27,930	26,339	1,936

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, Rochester, NY, March 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
Food preparation and serving related occupations	\$10.24	\$8.94	\$379	\$338	37.0	\$17,601	\$14,833	1,718
Building and grounds cleaning and maintenance occupations	11.36	9.91	445	369	39.2	22,923	17,638	2,018
Building cleaning workers	10.69	9.87	418	334	39.1	21,747	17,356	2,034
Janitors and cleaners, except maids and housekeeping cleaners	10.77	9.91	421	334	39.1	21,888	17,356	2,032
Sales and related occupations	21.57	16.82	866	589	40.1	45,024	30,612	2,088
Retail sales workers	15.49	12.00	628	477	40.6	32,678	24,814	2,109
Retail salespersons	15.09	10.54	604	422	40.0	31,396	21,923	2,080
Office and administrative support occupations	15.30	14.39	599	549	39.2	31,068	28,496	2,031
First-line supervisors/managers of office and administrative support workers	19.42	22.43	772	769	39.8	40,157	40,000	2,068
Financial clerks	14.00	13.50	547	516	39.1	28,460	26,832	2,034
Bookkeeping, accounting, and auditing clerks	14.92	14.39	588	527	39.4	30,577	27,396	2,049
Customer service representatives	16.69	16.02	667	641	40.0	34,709	33,322	2,080
Shipping, receiving, and traffic clerks	12.84	12.44	508	498	39.6	26,437	25,875	2,058
Stock clerks and order fillers	14.83	12.25	581	490	39.1	30,192	25,480	2,035
Secretaries and administrative assistants	17.11	16.92	662	672	38.7	34,402	34,950	2,011
Executive secretaries and administrative assistants	19.23	17.17	754	691	39.2	39,223	35,942	2,040
Secretaries, except legal, medical, and executive	15.56	15.93	589	578	37.9	30,620	30,030	1,968
Data entry and information processing workers	12.55	13.46	496	538	39.5	25,794	28,001	2,055
Data entry keyers	12.01	13.46	478	538	39.8	24,859	28,001	2,070
Office clerks, general	13.89	13.46	544	538	39.2	27,943	27,995	2,011
Construction and extraction occupations	20.51	18.33	818	733	39.9	42,526	38,122	2,074
Electricians	24.21	26.50	969	1,060	40.0	50,366	55,120	2,080
Installation, maintenance, and repair occupations	17.25	15.67	690	627	40.0	35,885	32,594	2,080
Industrial machinery installation, repair, and maintenance workers	17.19	17.47	688	699	40.0	35,764	36,338	2,080
Line installers and repairers	32.82	33.86	1,313	1,355	40.0	68,269	70,437	2,080
Production occupations	15.82	14.42	631	577	39.9	32,388	29,994	2,047
Electrical, electronics, and electromechanical assemblers	13.97	12.38	559	495	40.0	29,061	25,750	2,080
Miscellaneous assemblers and fabricators	11.88	11.29	475	451	40.0	24,710	23,473	2,080
Machine tool cutting setters, operators, and tenders, metal and plastic	14.02	14.17	561	567	40.0	29,161	29,474	2,080
Inspectors, testers, sorters, samplers, and weighers	18.10	19.21	724	768	40.0	37,647	39,955	2,080
Miscellaneous production workers	13.25	12.50	530	500	40.0	27,570	26,000	2,080
Transportation and material moving occupations	12.10	10.13	458	405	37.9	23,167	20,800	1,915
Driver/sales workers and truck drivers	12.84	12.00	514	480	40.0	26,714	24,960	2,080

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, Rochester, NY, March 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
Laborers and material movers, hand ..	\$10.44	\$9.50	\$365	\$340	35.0	\$18,981	\$17,680	1,819

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, Rochester, NY, March 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	\$20.15	\$16.92	\$802	\$669	39.8	\$41,166	\$34,792	2,043
Management occupations	34.97	31.58	1,450	1,419	41.5	75,415	73,796	2,156
Financial managers	34.72	23.54	1,358	942	39.1	70,639	48,963	2,034
Education administrators	31.95	22.26	1,229	835	38.5	63,901	43,403	2,000
Business and financial operations occupations	23.91	20.96	1,027	1,035	42.9	53,396	53,840	2,233
Accountants and auditors	19.39	19.86	793	794	40.9	41,213	41,300	2,125
Computer and mathematical science occupations	30.23	29.55	1,254	1,208	41.5	65,187	62,806	2,157
Computer software engineers	38.67	39.80	1,547	1,592	40.0	80,438	82,784	2,080
Computer systems analysts	28.11	23.75	1,241	1,128	44.1	64,531	58,663	2,295
Architecture and engineering occupations	31.19	34.00	1,250	1,364	40.1	65,019	70,930	2,084
Engineers	36.48	36.06	1,465	1,442	40.2	76,189	75,001	2,089
Life, physical, and social science occupations	22.28	24.84	891	994	40.0	46,247	51,667	2,075
Education, training, and library occupations	45.81	37.77	1,753	1,466	38.3	72,945	63,223	1,592
Postsecondary teachers	58.95	44.05	2,301	1,711	39.0	92,792	71,296	1,574
Arts, design, entertainment, sports, and media occupations	26.48	24.14	1,051	965	39.7	50,283	46,738	1,899
Healthcare practitioner and technical occupations	23.47	22.73	927	906	39.5	48,216	47,137	2,054
Registered nurses	27.32	26.00	1,074	1,037	39.3	55,844	53,949	2,044
Clinical laboratory technologists and technicians	17.01	16.34	679	654	39.9	35,291	33,987	2,074
Licensed practical and licensed vocational nurses	16.59	17.45	653	683	39.4	33,953	35,520	2,047
Healthcare support occupations	10.79	10.74	423	416	39.2	22,003	21,649	2,040
Nursing, psychiatric, and home health aides	10.25	10.10	408	402	39.8	21,215	20,883	2,069
Nursing aides, orderlies, and attendants	10.08	10.74	398	416	39.5	20,713	21,649	2,054
Protective service occupations	26.15	30.96	1,046	1,238	40.0	54,392	64,397	2,080
Food preparation and serving related occupations	10.43	8.94	409	357	39.2	19,248	18,587	1,846
Building and grounds cleaning and maintenance occupations	10.22	8.34	397	334	38.9	20,417	17,356	1,997
Building cleaning workers	9.22	8.34	357	334	38.8	18,588	17,356	2,017
Janitors and cleaners, except maids and housekeeping cleaners	9.24	8.34	358	334	38.7	18,611	17,356	2,013
Sales and related occupations	21.63	16.82	868	589	40.2	45,153	30,612	2,088
Retail sales workers	15.33	11.89	622	476	40.6	32,349	24,740	2,111
Retail salespersons	15.09	10.54	604	422	40.0	31,396	21,923	2,080
Office and administrative support occupations	15.12	14.25	596	546	39.4	30,993	28,390	2,050
First-line supervisors/managers of office and administrative support workers	19.42	22.43	772	769	39.8	40,157	40,000	2,068
Financial clerks	13.90	13.17	545	516	39.2	28,334	26,832	2,038

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, Rochester, NY, March 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
Bookkeeping, accounting, and auditing clerks	\$14.86	\$14.39	\$585	\$527	39.4	\$30,425	\$27,396	2,047
Customer service representatives	16.69	16.02	667	641	40.0	34,709	33,322	2,080
Shipping, receiving, and traffic clerks	12.84	12.44	508	498	39.6	26,437	25,875	2,058
Stock clerks and order fillers	14.14	11.25	565	450	40.0	29,402	23,400	2,080
Secretaries and administrative assistants	16.63	16.48	647	659	38.9	33,638	34,285	2,022
Executive secretaries and administrative assistants	18.78	16.92	751	677	40.0	39,062	35,194	2,080
Secretaries, except legal, medical, and executive	15.04	15.14	563	551	37.4	29,260	28,642	1,946
Office clerks, general	13.78	13.46	546	538	39.6	28,391	27,995	2,060
Construction and extraction occupations	20.54	18.33	819	733	39.9	42,582	38,122	2,073
Electricians	24.21	26.50	969	1,060	40.0	50,366	55,120	2,080
Installation, maintenance, and repair occupations	17.19	15.67	688	627	40.0	35,760	32,594	2,080
Industrial machinery installation, repair, and maintenance workers	16.98	17.47	679	699	40.0	35,317	36,338	2,080
Line installers and repairers	32.82	33.86	1,313	1,355	40.0	68,269	70,437	2,080
Production occupations	15.76	14.42	629	577	39.9	32,261	29,474	2,047
Electrical, electronics, and electromechanical assemblers	13.97	12.38	559	495	40.0	29,061	25,750	2,080
Miscellaneous assemblers and fabricators	11.88	11.29	475	451	40.0	24,710	23,473	2,080
Machine tool cutting setters, operators, and tenders, metal and plastic	14.02	14.17	561	567	40.0	29,161	29,474	2,080
Inspectors, testers, sorters, samplers, and weighers	18.10	19.21	724	768	40.0	37,647	39,955	2,080
Miscellaneous production workers	13.25	12.50	530	500	40.0	27,570	26,000	2,080
Transportation and material moving occupations	12.03	10.13	456	400	37.9	23,163	20,800	1,925
Driver/sales workers and truck drivers	12.75	10.13	510	405	40.0	26,512	21,066	2,080
Laborers and material movers, hand ..	10.44	9.50	365	340	35.0	18,981	17,680	1,819

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, Rochester, NY, March 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	\$24.92	\$22.48	\$940	\$870	37.7	\$43,866	\$41,221	1,760
Community and social services occupations	27.43	22.98	1,028	856	37.5	51,056	44,533	1,861
Education, training, and library occupations	31.84	31.55	1,140	1,121	35.8	44,981	43,771	1,413
Primary, secondary, and special education school teachers	35.40	33.39	1,289	1,226	36.4	50,376	47,729	1,423
Elementary and middle school teachers	34.16	32.38	1,264	1,178	37.0	49,084	45,976	1,437
Elementary school teachers, except special education	34.88	32.61	1,266	1,170	36.3	49,423	45,913	1,417
Secondary school teachers	36.13	34.71	1,301	1,267	36.0	51,355	49,637	1,421
Teacher assistants	11.80	10.54	390	359	33.1	16,285	15,394	1,380
Healthcare practitioner and technical occupations	22.61	23.39	892	945	39.4	43,816	41,897	1,938
Protective service occupations	24.93	26.66	996	1,072	40.0	50,790	55,719	2,037
Office and administrative support occupations	16.79	16.01	623	614	37.1	31,642	31,279	1,884

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, Rochester, NY, March 2007**

Occupational group ²	Total	1-99 workers	100-499 workers	500 workers or more
All workers	\$18.92	\$17.21	\$16.91	\$23.39
Management, professional, and related	28.90	27.08	31.43	29.43
Management, business, and financial	29.15	28.02	31.94	29.69
Professional and related	28.82	26.47	31.23	29.39
Service	11.34	10.24	8.50	16.17
Sales and office	15.68	16.13	14.33	15.82
Sales and related	17.23	18.15	14.87	—
Office and administrative support	14.81	14.80	13.81	15.55
Natural resources, construction, and maintenance	18.73	16.49	25.78	22.55
Construction and extraction	20.54	18.68	—	—
Installation, maintenance, and repair	17.09	14.11	23.82	21.97
Production, transportation, and material moving	13.83	11.94	12.75	18.68
Production	15.68	14.33	13.22	18.50
Transportation and material moving	11.29	10.63	11.95	22.09
	Relative error ³ (percent)			
All workers	4.5	5.6	5.7	8.3
Management, professional, and related	6.6	8.3	11.4	9.4
Management, business, and financial	8.8	11.3	22.6	6.2
Professional and related	7.8	10.2	13.7	11.3
Service	8.3	7.6	3.9	16.9
Sales and office	4.2	7.7	6.2	6.2
Sales and related	9.2	15.6	5.7	—
Office and administrative support	3.6	4.4	8.7	5.7
Natural resources, construction, and maintenance	14.1	16.8	6.2	7.9
Construction and extraction	20.1	20.8	—	—
Installation, maintenance, and repair	18.7	25.5	11.5	6.5
Production, transportation, and material moving	6.1	7.8	5.7	8.0
Production	5.1	1.7	8.2	8.3
Transportation and material moving	7.4	10.0	6.1	1.1

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

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

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 15. Establishments with fewer than 100 workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours for full-time¹ private industry workers, Rochester, NY, March 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	\$18.41	\$15.67	\$734	\$611	39.8	\$37,889	\$31,200	2,058
Management occupations	33.14	29.32	1,402	1,305	42.3	72,908	67,860	2,200
Business and financial operations occupations ...	19.69	18.83	968	1,035	49.2	50,324	53,840	2,556
Computer and mathematical science occupations	26.04	23.75	1,128	1,128	43.3	58,644	58,663	2,252
Education, training, and library occupations	20.14	20.79	740	832	36.8	31,266	35,755	1,553
Sales and related occupations	23.56	22.22	948	981	40.2	49,291	51,001	2,092
Retail sales workers	15.87	12.22	653	480	41.1	33,940	24,960	2,138
Retail salespersons	13.41	11.43	536	457	40.0	27,883	23,776	2,080
Office and administrative support occupations	15.13	14.25	596	540	39.4	31,012	28,080	2,049
Financial clerks	13.73	12.90	543	516	39.5	28,236	26,832	2,056
Bookkeeping, accounting, and auditing clerks ...	14.73	13.17	589	527	40.0	30,630	27,396	2,080
Office clerks, general	13.83	13.46	547	538	39.6	28,468	27,995	2,058
Construction and extraction occupations	18.68	15.28	747	611	40.0	38,844	31,784	2,080
Installation, maintenance, and repair occupations	14.23	9.91	567	396	39.8	29,479	20,615	2,072
Production occupations	14.57	13.75	575	540	39.4	29,875	28,080	2,051
Transportation and material moving occupations	11.34	10.13	423	400	37.3	21,992	20,800	1,939
Driver/sales workers and truck drivers	12.30	10.13	492	405	40.0	25,591	21,066	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, Rochester, NY, March 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	\$21.78	\$18.77	\$866	\$742	39.8	\$44,190	\$38,750	2,029
Management occupations	39.34	35.87	1,558	1,435	39.6	81,019	74,616	2,060
Business and financial operations occupations ...	26.37	26.97	1,055	1,079	40.0	54,854	56,098	2,080
Computer and mathematical science occupations	33.92	32.63	1,356	1,305	40.0	70,518	67,870	2,079
Computer systems analysts	34.50	34.32	1,380	1,373	40.0	71,764	71,386	2,080
Architecture and engineering occupations	28.73	23.50	1,153	940	40.1	59,962	48,882	2,087
Engineers	36.42	37.92	1,469	1,519	40.3	76,410	78,965	2,098
Life, physical, and social science occupations	22.28	24.84	891	994	40.0	46,247	51,667	2,075
Education, training, and library occupations	54.72	41.89	2,124	1,658	38.8	87,917	68,959	1,607
Postsecondary teachers	58.95	44.05	2,301	1,711	39.0	92,795	71,296	1,574
Healthcare practitioner and technical occupations	23.44	22.66	926	906	39.5	48,143	47,137	2,054
Registered nurses	27.36	26.76	1,075	1,040	39.3	55,897	54,080	2,043
Clinical laboratory technologists and technicians ...	17.01	16.34	679	654	39.9	35,291	33,987	2,074
Licensed practical and licensed vocational nurses	16.59	17.45	653	683	39.4	33,953	35,520	2,047
Healthcare support occupations	10.88	10.74	431	420	39.6	22,422	21,840	2,060
Nursing, psychiatric, and home health aides	10.18	10.74	403	416	39.6	20,940	21,649	2,057
Nursing aides, orderlies, and attendants	10.08	10.74	398	416	39.5	20,713	21,649	2,054
Protective service occupations	26.15	30.96	1,046	1,238	40.0	54,392	64,397	2,080
Food preparation and serving related occupations	11.20	8.94	444	357	39.7	23,111	18,587	2,063
Building and grounds cleaning and maintenance occupations	9.27	8.34	371	334	40.0	19,274	17,356	2,080
Building cleaning workers	9.27	8.34	371	334	40.0	19,274	17,356	2,080
Janitors and cleaners, except maids and housekeeping cleaners	9.31	8.34	372	334	40.0	19,362	17,356	2,080
Office and administrative support occupations	15.10	14.39	596	556	39.5	30,966	28,848	2,051
Financial clerks	14.75	14.39	554	504	37.6	28,812	26,190	1,953
Customer service representatives	16.06	15.15	643	606	40.0	33,410	31,512	2,080
Secretaries and administrative assistants	15.30	14.77	586	561	38.3	30,477	29,175	1,992
Secretaries, except legal, medical, and executive	14.67	14.56	541	529	36.9	28,121	27,500	1,917
Construction and extraction occupations	27.10	28.00	1,068	1,120	39.4	55,539	58,240	2,049
Electricians	25.59	28.00	1,023	1,120	40.0	53,217	58,240	2,080
Installation, maintenance, and repair occupations	22.60	20.80	910	830	40.3	47,335	43,160	2,094
Industrial machinery installation, repair, and maintenance workers	16.98	17.47	679	699	40.0	35,317	36,338	2,080
Production occupations	16.23	14.47	650	579	40.1	33,186	29,994	2,045
Electrical, electronics, and electromechanical assemblers	13.97	12.38	559	495	40.0	29,061	25,750	2,080
Miscellaneous assemblers and fabricators	12.10	12.70	484	508	40.0	25,178	26,416	2,080
Inspectors, testers, sorters, samplers, and weighers	17.70	18.86	708	754	40.0	36,815	39,223	2,080

See footnotes at end of table.

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, Rochester, NY, March 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
Transportation and material moving occupations	\$14.34	\$12.80	\$573	\$512	40.0	\$26,979	\$25,480	1,882
Laborers and material movers, hand	11.16	8.50	446	340	40.0	23,205	17,680	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, Rochester, NY, March 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	\$22.74	\$20.51	\$24.05	\$18.84	\$18.78	\$23.09
Management, professional, and related	28.73	—	29.48	29.06	29.09	—
Management, business, and financial	—	—	—	30.12	29.74	—
Professional and related	28.77	—	28.95	28.70	28.87	—
Service	19.13	13.44	20.21	11.24	11.23	—
Sales and office	15.43	13.76	16.62	15.79	15.77	—
Sales and related	—	—	—	17.61	17.61	—
Office and administrative support	16.27	15.96	16.42	14.79	14.75	—
Natural resources, construction, and maintenance	24.04	26.28	18.68	15.81	15.68	—
Construction and extraction	24.72	25.73	—	—	—	—
Installation, maintenance, and repair	22.54	28.44	—	15.72	15.65	—
Production, transportation, and material moving	18.74	19.25	—	12.94	12.94	—
Production	19.46	19.43	—	14.63	14.63	—
Transportation and material moving	15.52	17.74	—	11.06	11.06	—
	Relative error ⁴ (percent)					
All workers	2.7	6.5	3.3	4.6	4.6	24.9
Management, professional, and related	3.4	—	3.2	6.6	6.7	—
Management, business, and financial	—	—	—	8.3	8.5	—
Professional and related	2.6	—	2.8	7.9	8.1	—
Service	5.5	14.4	4.7	8.7	8.8	—
Sales and office	6.4	15.1	2.5	4.2	4.3	—
Sales and related	—	—	—	8.6	8.6	—
Office and administrative support	5.9	18.0	2.5	3.6	3.7	—
Natural resources, construction, and maintenance	4.3	3.3	8.5	13.2	13.6	—
Construction and extraction	5.2	4.6	—	—	—	—
Installation, maintenance, and repair	10.9	6.3	—	19.3	19.9	—
Production, transportation, and material moving	10.0	11.1	—	8.2	8.2	—
Production	9.4	10.0	—	7.6	7.6	—
Transportation and material moving	13.7	20.4	—	7.7	7.7	—

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, Rochester, NY, March 2007

Occupational group ³	Time		Incentive	
	Civilian workers	Private industry workers	Civilian workers	Private industry workers
All workers	\$19.37	\$18.62	\$24.81	\$24.81
Management, professional, and related	28.99	28.90	—	—
Management, business, and financial	29.94	29.14	—	—
Professional and related	28.72	28.82	—	—
Service	13.16	11.34	—	—
Sales and office	14.43	14.22	24.09	24.09
Sales and related	12.58	12.42	25.48	25.48
Office and administrative support	15.05	14.87	—	—
Natural resources, construction, and maintenance	18.43	18.37	—	—
Construction and extraction	—	20.54	—	—
Installation, maintenance, and repair	16.54	16.37	—	—
Production, transportation, and material moving	13.88	13.83	—	—
Production	15.74	15.68	—	—
Transportation and material moving	11.37	11.29	—	—
	Relative error ⁴ (percent)			
All workers	4.2	4.8	13.8	13.8
Management, professional, and related	5.2	6.6	—	—
Management, business, and financial	8.1	8.9	—	—
Professional and related	6.0	7.8	—	—
Service	7.1	8.3	—	—
Sales and office	2.6	2.8	15.5	15.5
Sales and related	9.1	9.4	15.9	15.9
Office and administrative support	3.4	3.8	—	—
Natural resources, construction, and maintenance	12.3	14.1	—	—
Construction and extraction	—	20.1	—	—
Installation, maintenance, and repair	15.7	18.2	—	—
Production, transportation, and material moving	6.0	6.1	—	—
Production	5.0	5.1	—	—
Transportation and material moving	7.1	7.4	—	—

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

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

³ Workers are classified by occupation using the 2000

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

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

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, Rochester, NY, March 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	-	\$23.16	-	-	-	-	-	-	-
Management, professional, and related	-	32.80	-	-	-	-	-	-	-
Management, business, and financial	-	37.42	-	-	-	-	-	-	-
Professional and related	-	31.22	-	-	-	-	-	-	-
Service	-	-	-	-	-	-	-	-	-
Sales and office	-	18.00	-	-	-	-	-	-	-
Sales and related	-	-	-	-	-	-	-	-	-
Office and administrative support	-	17.74	-	-	-	-	-	-	-
Natural resources, construction, and maintenance	-	20.38	-	-	-	-	-	-	-
Installation, maintenance, and repair ..	-	20.22	-	-	-	-	-	-	-
Production, transportation, and material moving	-	16.71	-	-	-	-	-	-	-
Production	-	16.73	-	-	-	-	-	-	-
Transportation and material moving ...	-	16.54	-	-	-	-	-	-	-
	Relative error ⁴ (percent)								
All workers	-	13.2	-	-	-	-	-	-	-
Management, professional, and related	-	12.2	-	-	-	-	-	-	-
Management, business, and financial	-	10.9	-	-	-	-	-	-	-
Professional and related	-	12.1	-	-	-	-	-	-	-
Service	-	-	-	-	-	-	-	-	-
Sales and office	-	5.8	-	-	-	-	-	-	-
Sales and related	-	-	-	-	-	-	-	-	-
Office and administrative support	-	4.9	-	-	-	-	-	-	-
Natural resources, construction, and maintenance	-	11.4	-	-	-	-	-	-	-
Installation, maintenance, and repair ..	-	13.6	-	-	-	-	-	-	-
Production, transportation, and material moving	-	2.9	-	-	-	-	-	-	-
Production	-	4.0	-	-	-	-	-	-	-
Transportation and material moving ...	-	6.2	-	-	-	-	-	-	-

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. Agriculture, forestry, fishing and hunting, private households, and the Federal Government were excluded from the scope of the survey. For purposes of this survey, an establishment is an economic unit that produces goods or services, a central administrative office, or an auxiliary unit providing support services to a company. For private industries in this survey, the establishment is usually at a single physical location. For State and local governments, an establishment is defined as all locations of a government agency within the sampled area.

The statistical area covered by this survey is defined by the U.S. Office of Management and Budget (OMB) as of December 2003. The Rochester, NY, Metropolitan Statistical Area (MSA) includes Livingston, Monroe, Ontario, Orleans, and Wayne Counties, NY.

Sampling frame

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

Sample design

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

Data collection

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

Occupational selection and classification

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

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

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

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

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

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

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

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

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

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

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

Occupational leveling

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

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

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

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

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

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

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

Combined work levels

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

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

Collection period

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

Earnings

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

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

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

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

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

Definition of terms

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

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

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

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

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

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

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

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

Processing and analyzing the data

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

Weighting and nonresponse

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

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

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

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

Estimation

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

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

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

Percentiles

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

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

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

Data reliability

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

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

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

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

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

Appendix table 1. **Number of workers¹ represented by the survey, Rochester, NY, March 2007**

Occupational group ²	Civilian workers	Private industry workers	State and local government workers
All workers	486,600	413,100	73,500
Management, professional, and related	151,800	112,400	39,400
Management, business, and financial	28,800	25,900	–
Professional and related	123,000	86,500	36,500
Service	81,500	65,800	15,700
Sales and office	141,000	130,600	10,400
Sales and related	54,300	53,700	–
Office and administrative support	86,600	76,900	9,800
Natural resources, construction, and maintenance	38,000	33,000	5,000
Construction and extraction	17,900	15,700	2,200
Installation, maintenance, and repair	20,100	17,300	–
Production, transportation, and material moving	74,400	71,300	–
Production	37,400	36,800	–
Transportation and material moving	37,000	34,500	–

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, Rochester, NY, March 2007**

Establishments	Total	Private industry	State and local government
Total in sampling frame ¹	20,429	19,880	549
Total in sample	294	274	20
Responding	164	144	20
Refused or unable to provide data	88	88	0
Out of business or not in survey scope	42	42	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.