

News

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Highlights of York-Hanover, PA National Compensation Survey September 2007

Workers in the York-Hanover metropolitan area earned an average of \$17.46 per hour in September 2007, according to new survey results from the National Compensation Survey (NCS) released by the Bureau of Labor Statistics of the U.S. Department of Labor. Sheila Watkins, the Bureau's regional commissioner, noted that wage data were reported for workers in a wide range of occupational groups, including average hourly earnings of \$27.96 for healthcare practitioner and technical occupations and \$15.10 for production occupations. Another occupational group, transportation and material moving, had a mean hourly wage rate of \$13.96. The NCS data available for the York-Hanover area include earnings for 16 major occupational groups with additional detail for selected occupations within those groups. (See table 1.)

Registered nurses, part of the healthcare practitioner and technical occupations group, earned \$28.39 per hour, while licensed practical and licensed vocational nurses earned \$17.82. Within the production occupational group, printing machine operators averaged \$21.06 per hour. Truck drivers, heavy and tractor-trailer, an occupation within the transportation and material moving group, registered an average hourly rate of \$16.23, and packers and packagers, hand earned \$11.67 per hour.

Broad coverage of selected occupational characteristics is available from NCS for the local area. Full-time workers averaged \$18.61 per hour while their part-time counterparts earned \$9.55. Union workers earned \$21.95 and non-union workers, \$16.76. Workers in establishments with 1-99 workers averaged \$15.16 per hour, those in establishments with 100-499 workers earned \$17.56, and those in establishments with 500 or more employees earned \$21.59.

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

The NCS data reported here covered 203 establishments with one or more workers in private industry and State and local governments. Agricultural establishments, private households, the self-employed, and the Federal Government were excluded from the survey. This sample of establishments represented 169,400 workers in the York-Hanover Metropolitan Statistical Area (MSA) which consists of York County, Pennsylvania.

Survey Availability

Complete survey results are contained in the York-Hanover, PA National Compensation Survey September 2007 which is available on the Internet in both text and PDF formats at www.bls.gov/ncs/ocs/compub.htm.

For personal assistance or further information on the National Compensation Survey data, as well as other Bureau data, contact the Mid-Atlantic Information Office by calling (215) 597-3282 from 8:30 a.m. to 12:00 p.m. and 1:00 p.m. to 3:30 p.m. ET.

Table 1. **Civilian workers: Mean hourly earnings¹ for full-time and part-time workers², York-Hanover, PA, September 2007**

Occupation ³	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
All workers	\$17.46	4.3	\$18.61	4.4	\$9.55	7.2
Management occupations	34.47	6.6	34.47	6.6	–	–
Business and financial operations occupations	25.73	11.3	25.73	11.3	–	–
Accountants and auditors	22.04	12.6	22.04	12.6	–	–
Computer and mathematical science occupations	23.20	9.0	23.20	9.0	–	–
Architecture and engineering occupations	33.48	4.2	33.96	4.0	–	–
Engineers	35.62	4.0	36.43	2.8	–	–
Mechanical engineers	38.24	2.6	38.24	2.6	–	–
Engineering technicians, except drafters	23.97	3.7	23.97	3.7	–	–
Community and social services occupations	22.51	20.1	23.70	20.5	–	–
Education, training, and library occupations	32.86	6.8	33.55	4.2	–	–
Primary, secondary, and special education school teachers	40.15	3.8	40.15	3.8	–	–
Elementary and middle school teachers	39.57	3.8	39.57	3.8	–	–
Healthcare practitioner and technical occupations	27.96	5.3	28.72	5.4	24.18	9.5
Registered nurses	28.39	3.8	29.12	3.9	–	–
Therapists	27.41	3.3	–	–	–	–
Licensed practical and licensed vocational nurses	17.82	2.0	17.81	2.0	–	–
Healthcare support occupations	12.02	9.5	12.00	9.7	–	–
Nursing, psychiatric, and home health aides	10.95	3.2	10.87	2.9	–	–
Nursing aides, orderlies, and attendants	11.81	.8	11.71	.8	–	–
Food preparation and serving related occupations	7.31	1.8	9.43	9.4	6.02	2.6
Cooks	10.31	2.2	–	–	–	–
Food service, tipped	3.06	5.4	–	–	3.08	5.5
Waiters and waitresses	2.94	1.3	–	–	2.95	1.6
Fast food and counter workers	8.55	8.0	–	–	7.34	5.1
Combined food preparation and serving workers, including fast food	8.61	9.6	–	–	–	–
Building and grounds cleaning and maintenance occupations	9.92	5.5	–	–	–	–
Building cleaning workers	9.28	3.5	–	–	–	–
Sales and related occupations	13.95	8.3	18.21	8.6	7.91	.6
First-line supervisors/managers, sales workers	27.62	20.4	27.62	20.4	–	–
Retail sales workers	9.07	.5	11.16	3.1	7.91	.6
Cashiers, all workers	8.34	6.0	10.24	6.4	7.60	2.8
Cashiers	8.34	6.0	10.24	6.4	7.60	2.8
Retail salespersons	10.14	.8	11.56	4.8	8.50	2.6
Office and administrative support occupations	13.55	5.2	14.13	4.1	9.02	13.0
Financial clerks	12.64	4.1	12.67	4.0	–	–
Bookkeeping, accounting, and auditing clerks	13.41	6.1	13.41	6.1	–	–
Tellers	11.63	2.8	11.67	2.7	–	–
Customer service representatives	13.91	7.0	13.91	7.0	–	–
Stock clerks and order fillers	–	–	11.62	21.6	–	–
Secretaries and administrative assistants	17.26	5.6	18.53	2.7	–	–
Secretaries, except legal, medical, and executive	17.62	5.8	18.56	3.3	–	–
Office clerks, general	13.41	5.3	13.46	5.4	–	–
Construction and extraction occupations	19.04	4.9	19.03	4.9	–	–
Installation, maintenance, and repair occupations	19.40	7.3	19.45	7.3	–	–
Industrial machinery installation, repair, and maintenance workers	18.39	4.6	18.39	4.6	–	–
Industrial machinery mechanics	20.85	2.9	20.85	2.9	–	–
Production occupations	15.10	5.9	15.12	5.8	–	–

See footnotes at end of table.

Table 1. **Civilian workers: Mean hourly earnings¹ for full-time and part-time workers², York-Hanover, PA, September 2007** — Continued

Occupation ³	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
Production occupations —Continued						
First-line supervisors/managers of production and operating workers	\$23.28	1.1	\$23.28	1.1	—	—
Miscellaneous assemblers and fabricators	15.50	13.5	15.50	13.5	—	—
Miscellaneous food processing workers	14.71	5.0	14.71	5.0	—	—
Machine tool cutting setters, operators, and tenders, metal and plastic	15.01	9.9	15.01	9.9	—	—
Cutting, punching, and press machine setters, operators, and tenders, metal and plastic	14.74	6.2	14.74	6.2	—	—
Welding, soldering, and brazing workers	19.43	15.0	19.43	15.0	—	—
Welders, cutters, solderers, and brazers	19.75	14.1	19.75	14.1	—	—
Miscellaneous metalworkers and plastic workers	18.79	20.9	18.79	20.9	—	—
Printers	20.43	1.3	20.43	1.3	—	—
Printing machine operators	21.06	1.6	21.06	1.6	—	—
Inspectors, testers, sorters, samplers, and weighers	19.30	1.2	19.58	2.6	—	—
Packaging and filling machine operators and tenders	14.94	2.3	14.94	2.3	—	—
Miscellaneous production workers	11.09	19.4	11.12	19.4	—	—
Transportation and material moving occupations						
Driver/sales workers and truck drivers	13.96	3.3	14.11	3.5	—	—
Truck drivers, heavy and tractor-trailer	15.13	3.5	15.13	3.5	—	—
Industrial truck and tractor operators	16.23	2.5	16.23	2.5	—	—
Laborers and material movers, hand	15.30	6.5	15.30	6.5	—	—
Laborers and freight, stock, and material movers, hand	13.22	4.0	13.35	4.4	—	—
Packers and packagers, hand	—	—	14.30	4.2	—	—
	11.67	6.3	11.90	6.9	—	—

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

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

³ Workers are classified by occupation using the 2000 Standard

Occupational Classification (SOC) system.

⁴ The relative standard error (RSE) is the standard error expressed as a percent of the estimate. It can be used to calculate a "confidence interval" around a sample estimate.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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