

Charleston-North Charleston, SC National Compensation Survey September 1998



U.S. Department of Labor
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August 1999

Bulletin 3095-33

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 firms and government jurisdictions 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 inside 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, or call (202) 606-6199, or send e-mail to ocltinfo@bls.gov.

The data contained in this bulletin are also available at <http://stats.bls.gov/comhome.htm>, the BLS Internet site. Data are in three formats: An ASCII file containing the published table formats; an ASCII file containing positional columns of data for manipulation as a data base or spreadsheet; and a Portable Document Format (PDF) file containing the entire bulletin.

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

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Introduction

The tables in this bulletin summarize the NCS survey results for the Charleston-North Charleston, SC, metropolitan area. Tabulations provide information on earnings of workers in a variety of occupations and at a wide range of work levels. Also contained in this bulletin are information on the program, a technical note describing survey procedures, and several appendixes with detailed information on occupational classifications and the generic leveling methodology.

NCS products

The National Compensation Survey of the Bureau of Labor Statistics provides data on the occupational wages and employee benefits for localities, broad geographic regions, and the Nation as a whole. The Employment Cost Index, a quarterly measure of the change in employer costs for wages and benefits, will be derived from the NCS. Another product, Employer Costs for Employee Compensation, measures employers' average hourly costs for total compensation, that is, wages and benefits. Still another NCS product measures the incidence of benefit plans and their provisions. This bulletin is limited to data on occupational wages and salaries.

About the tables

The tables that follow present data on straight-time occupational earnings. Straight-time earnings 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. A total of 480 detailed occupations are used to describe all occupations in the civilian nonfarm economy (excluding the Federal Government and private households).

Table A-1 presents straight-time earnings for detailed occupations. Data are not shown for any occupations if they would raise concerns about the confidentiality of the survey respondent or if the data are insufficient to support reliable estimates. The earnings shown include the mean for each occupation, as well as earnings for selected percentiles in each occupation.

Table A-2 compares the type of data and details shown in table A-1 for the private industry and State and local

government sector.

Table A-3 compares the type of data and details shown in table A-1 for full-time and part-time workers. The definitions of full-time and part-time workers are those used in the surveyed establishments.

Table A-4 presents the weekly and annual straight-time earnings for full-time employees in specific occupations across all industries. For the weekly and annual earnings, the mean and median earnings and the mean hours are shown. The mean hours reflect hours employees are scheduled to work, excluding overtime hours.

Table B-1 presents mean straight-time hourly earnings for groups of occupations and for levels of job requirements related to occupations in the group. Separate data are also shown for private industry and government workers, and for full-time and part-time workers in all industries. (See appendix C, Generic Leveling Criteria, for more information on job ranking in this survey. Average work levels for published occupation groups and their component occupations are presented in appendix table 3.)

Table B-2 also presents mean straight-time hourly earnings, but for detailed occupations at several levels of job requirements for each detailed occupation.

Table C-1 presents mean straight-time hourly earnings for occupation groups and selected occupation characteristics. The occupation characteristics include full-time and part-time status, union and nonunion status, and time or incentive pay status. Union workers' wages are determined through collective bargaining. Time workers' wages are based solely on hourly rate or salary. Incentive workers' wages are at least partially based on productivity payments such as piece rates, commissions and production bonuses.

Table C-2 presents mean straight-time hourly earnings for occupation groups and industry division of employers; these are limited to the private sector.

Table C-3 presents mean straight-time hourly earnings for occupation groups and the employment size of employers; these are also limited to the private sector.

Table C-4 presents the employment scope of this survey. The occupation employment estimates shown relate to all employers in the area surveyed, not just the surveyed employers.

Table A-1. Hourly earnings¹ for selected occupations, all workers², all industries, Charleston-North Charleston, SC, September 1998

Occupation ³	All industries					
	Mean	Percentiles				
		10	25	Median 50	75	90
All occupations	\$13.17	\$5.60	\$7.22	\$10.82	\$16.36	\$23.74
All occupations excluding sales	13.41	5.75	7.49	11.06	16.67	24.10
White-collar occupations	16.65	7.10	9.30	14.26	21.62	28.95
White-collar occupations excluding sales	17.65	8.00	10.28	15.63	22.72	29.73
Professional specialty and technical occupations	20.65	10.63	14.99	19.70	25.24	29.91
Professional specialty occupations	22.68	14.19	16.93	21.87	26.57	30.49
Engineers, architects, and surveyors	26.75	19.61	22.53	23.07	29.41	32.93
Mathematical and computer scientists	-	-	-	-	-	-
Natural scientists	-	-	-	-	-	-
Health related occupations	23.59	14.80	16.97	20.83	26.06	32.19
Registered nurses	21.03	15.99	17.48	19.74	23.31	27.54
Teachers, college and university	-	-	-	-	-	-
Teachers, except college and university	21.97	15.70	18.12	22.07	25.84	28.41
Librarians, archivists, and curators	-	-	-	-	-	-
Social scientists and urban planners	-	-	-	-	-	-
Social, recreation, and religious workers	13.09	9.73	11.38	13.11	14.94	16.38
Social workers	13.09	9.73	11.38	13.11	14.94	16.38
Lawyers and judges	-	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, N.E.C.	18.83	13.22	15.84	16.36	22.89	24.61
Technical occupations	14.09	8.20	9.56	12.62	17.03	21.11
Clinical laboratory technologists and technicians	15.05	7.88	13.45	15.98	18.16	19.79
Licensed practical nurses	12.84	9.40	10.50	12.00	13.56	20.46
Health technologists and technicians, N.E.C.	9.27	7.73	8.20	8.89	10.20	11.57
Executive, administrative, and managerial occupations ...	24.58	13.00	15.87	20.62	32.93	37.00
Executives, administrators, and managers	29.07	14.57	19.00	28.95	33.65	51.19
Administrators and officials, public administration	36.80	20.68	25.74	29.59	51.43	62.50
Managers and administrators, N.E.C.	25.34	14.41	15.00	21.63	28.85	58.50
Management related occupations	17.70	12.29	14.01	16.91	19.65	23.78
Accountants and auditors	18.25	12.68	16.47	16.93	19.45	21.62
Management related occupations, N.E.C.	16.55	13.00	13.00	16.16	19.69	20.53
Sales occupations	9.00	5.15	5.45	7.09	10.53	15.36
Supervisors, sales occupations	15.31	12.04	14.00	15.47	16.25	18.62
Sales workers, other commodities	7.98	5.15	5.80	6.30	10.60	11.75
Cashiers	5.54	5.15	5.15	5.35	5.62	6.25
Administrative support occupations, including clerical	10.23	7.00	8.00	9.63	11.65	14.16
Secretaries	11.38	8.49	9.68	11.30	12.74	14.98
Records clerks, N.E.C.	9.63	7.09	8.07	9.00	11.83	13.76
Bookkeepers, accounting and auditing clerks	9.27	7.35	7.78	9.00	10.28	11.03
Billing clerks	9.02	7.01	7.55	8.26	9.93	12.15
Traffic, shipping and receiving clerks	15.38	6.00	11.68	12.76	23.10	24.10
Investigators and adjusters except insurance	9.30	6.48	7.00	7.50	12.44	15.05
General office clerks	9.36	6.06	7.85	9.00	10.96	12.41
Administrative support occupations, N.E.C.	14.66	8.96	10.13	15.60	18.67	19.88
Blue-collar occupations	11.25	5.95	7.11	10.48	14.00	18.12
Precision production, craft, and repair occupations	13.53	8.25	10.00	12.73	15.85	19.73
Automobile mechanics	14.45	8.73	11.62	14.50	17.00	20.03
Industrial machinery repairers	17.90	13.48	16.56	18.63	20.83	20.83
Mechanics and repairers, N.E.C.	12.92	9.73	10.97	12.00	13.37	19.50
Machine operators, assemblers, and inspectors	11.62	6.25	8.00	11.09	14.28	18.12
Miscellaneous machine operators, N.E.C.	13.32	7.64	8.85	11.15	16.66	20.81
Welders and cutters	12.86	9.56	11.09	12.00	14.00	17.74
Assemblers	9.52	5.50	7.00	9.16	12.76	13.25
Production inspectors, checkers and examiners ..	10.37	7.90	8.40	10.05	12.38	13.75
Transportation and material moving occupations	10.95	5.48	8.35	11.40	12.75	15.30
Truck drivers	12.11	8.14	10.65	12.75	14.00	15.30
Industrial truck and tractor equipment operators ..	8.98	7.50	8.00	9.26	10.00	10.06
Handlers, equipment cleaners, helpers, and laborers	8.59	5.19	6.00	6.90	9.10	14.00
Stock handlers and baggers	7.07	5.25	5.45	6.26	8.50	9.70
Freight, stock, and material handlers, N.E.C.	7.41	5.20	5.25	6.07	9.26	12.04
Laborers except construction, N.E.C.	6.81	(4)	(4)	(4)	(4)	(4)
Service occupations	7.84	5.15	5.50	6.52	9.35	13.18

See footnotes at end of table.

Table A-1. Hourly earnings¹ for selected occupations, all workers², all industries, Charleston-North Charleston, SC, September 1998 — Continued

Occupation ³	All industries					
	Mean	Percentiles				
		10	25	Median 50	75	90
Service occupations (-Continued)						
Protective service occupations	\$11.73	\$6.53	\$9.51	\$11.72	\$13.98	\$15.87
Firefighting occupations	10.07	7.68	8.57	9.50	11.68	13.18
Sheriffs, bailiffs, and other law enforcement officers	13.35	10.73	12.16	13.43	14.39	15.87
Food service occupations	6.18	3.00	5.15	5.75	6.75	8.39
Supervisors, food preparation and service occupations	11.34	6.00	7.00	10.25	15.55	21.46
Waiters and waitresses	2.99	2.13	2.13	2.50	3.89	5.15
Kitchen workers, food preparation	7.19	5.84	6.24	7.35	7.87	8.92
Food preparation occupations, N.E.C.	5.58	5.15	5.15	5.40	6.00	6.50
Health service occupations	8.48	5.40	6.42	7.20	9.32	11.06
Nursing aides, orderlies and attendants	8.57	5.26	6.38	7.11	8.86	13.95
Cleaning and building service occupations	7.03	5.25	5.52	6.39	7.76	9.19
Maids and housemen	5.74	5.15	5.25	5.50	6.05	6.60
Janitors and cleaners	7.31	5.43	6.00	7.00	8.00	9.25
Personal service occupations	6.39	5.15	5.47	6.24	6.94	8.88
Attendants, amusement and recreation facilities ..	5.47	5.15	5.15	5.15	5.40	7.00
Service occupations, N.E.C.	7.03	5.15	6.25	6.75	7.25	9.52

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. The 10th, 25th, 50th, 75th and 90th percentiles designate position in the earnings distribution. At the 50th percentile, the median, half of the workers receive the same as or more than the rate shown, and half receive the same as or less than the rate shown. At the 25th percentile, one-fourth of the workers earn the same as or less than the rate shown. At the 75th percentile, one-fourth earn the same as or more than the rate shown. The 10th and 90th percentiles follow the same logic.

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

³ A classification system including about 480 individual

occupations is used to cover all workers in the civilian economy. Individual occupations are classified into one of nine major occupational groups.

⁴ The positional statistics for this occupation were suppressed because some were below the minimum wage. In this update survey, an average decrease in mean wages for this occupation was applied to the positional statistics, causing the 10th percentile to go below the minimum wage.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups and occupational levels may include data for categories not shown separately. N.E.C. means "not elsewhere classified."

NOTE: Individual and average wage rates were collected in this update survey. A procedure was put into place to "move" the positional statistics where averages were collected. This procedure compares current locality survey data—at the quote level—with the same quote from the prior survey. Individual rates from the prior survey are moved by the average change in mean wages for the occupation.

Table A-2. Hourly earnings¹ for selected occupations, all workers², private industry and State and local government, Charleston-North Charleston, SC, September 1998

Occupation ³	Private industry						State and local government					
	Mean	Percentiles					Mean	Percentiles				
		10	25	Median 50	75	90		10	25	Median 50	75	90
All occupations	\$11.65	\$5.38	\$6.50	\$9.77	\$14.70	\$20.52	\$16.64	\$7.54	\$9.60	\$13.69	\$21.80	\$29.22
All occupations excluding sales	11.88	5.46	6.57	10.00	15.00	20.79	16.65	7.55	9.62	13.71	21.82	29.25
White-collar occupations	14.41	6.08	8.01	11.76	17.92	25.24	19.58	8.81	11.38	18.01	25.65	32.86
White-collar occupations excluding sales	15.78	7.50	9.27	13.46	19.45	26.63	19.61	8.87	11.41	18.07	25.66	32.86
Professional specialty and technical occupations	20.82	10.59	14.19	19.04	24.96	32.71	20.54	10.68	15.70	20.51	25.58	28.93
Professional specialty occupations	23.89	14.16	18.16	21.71	26.06	33.76	22.11	14.19	16.56	21.87	26.78	29.45
Engineers, architects, and surveyors	26.75	19.61	22.53	23.07	29.41	32.93	-	-	-	-	-	-
Mathematical and computer scientists	-	-	-	-	-	-	-	-	-	-	-	-
Natural scientists	-	-	-	-	-	-	-	-	-	-	-	-
Health related occupations	24.45	14.47	16.84	19.56	25.59	43.99	-	-	-	-	-	-
Registered nurses	20.51	16.48	17.90	19.28	21.68	25.55	-	-	-	-	-	-
Teachers, college and university	-	-	-	-	-	-	-	-	-	-	-	-
Teachers, except college and university	-	-	-	-	-	-	22.04	15.70	18.12	22.29	26.00	28.41
Librarians, archivists, and curators	-	-	-	-	-	-	-	-	-	-	-	-
Social scientists and urban planners	-	-	-	-	-	-	-	-	-	-	-	-
Social, recreation, and religious workers	-	-	-	-	-	-	-	-	-	-	-	-
Lawyers and judges	-	-	-	-	-	-	-	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, N.E.C.	21.06	13.22	13.22	22.72	24.61	24.61	-	-	-	-	-	-
Technical occupations	15.40	9.24	11.47	14.04	17.42	21.11	12.26	8.00	8.65	10.11	14.94	21.28
Licensed practical nurses	11.73	9.24	10.25	11.48	13.27	13.84	-	-	-	-	-	-
Health technologists and technicians, N.E.C.	-	-	-	-	-	-	9.07	7.18	8.04	8.71	9.92	11.00
Executive, administrative, and managerial occupations	20.72	13.80	15.63	17.92	22.60	28.85	29.12	12.29	17.03	32.64	35.53	49.73
Executives, administrators, and managers	23.07	11.80	15.15	19.01	28.20	33.65	33.18	14.80	27.30	32.93	36.07	52.32
Administrators and officials, public administration	-	-	-	-	-	-	36.80	20.68	25.74	29.59	51.43	62.50
Managers and administrators, N.E.C.	25.34	14.41	15.00	21.63	28.85	58.50	-	-	-	-	-	-
Management related occupations	18.77	13.80	15.63	16.93	20.10	26.80	14.55	11.99	12.14	13.82	16.98	18.37
Accountants and auditors	18.81	15.63	16.88	16.93	19.45	21.62	-	-	-	-	-	-
Management related occupations, N.E.C.	16.55	13.00	13.00	16.16	19.69	20.53	-	-	-	-	-	-
Sales occupations	9.01	5.15	5.45	7.09	10.58	15.36	-	-	-	-	-	-
Supervisors, sales occupations	15.31	12.04	14.00	15.47	16.25	18.62	-	-	-	-	-	-
Sales workers, other commodities	7.98	5.15	5.80	6.30	10.60	11.75	-	-	-	-	-	-
Cashiers	5.50	5.15	5.15	5.35	5.55	6.00	-	-	-	-	-	-
Administrative support occupations, including clerical	9.99	6.50	7.50	9.26	11.59	14.25	10.72	8.00	8.66	9.89	11.80	13.89
Secretaries	11.78	8.37	10.06	12.07	13.45	15.24	10.88	9.03	9.54	10.49	12.30	12.83
Records clerks, N.E.C.	9.94	7.09	7.09	9.24	12.02	13.76	-	-	-	-	-	-
Bookkeepers, accounting and auditing clerks	9.27	7.35	7.78	9.00	10.28	11.03	-	-	-	-	-	-
Billing clerks	9.02	7.01	7.55	8.26	9.93	12.15	-	-	-	-	-	-
Traffic, shipping and receiving clerks	15.38	6.00	11.68	12.76	23.10	24.10	-	-	-	-	-	-
Investigators and adjusters except insurance	9.30	6.48	7.00	7.50	12.44	15.05	-	-	-	-	-	-
General office clerks	8.77	6.00	6.32	8.41	10.80	12.37	9.94	8.00	8.57	9.57	11.16	12.53
Blue-collar occupations	11.37	5.76	7.09	10.50	14.28	18.62	9.99	6.52	7.54	9.95	11.86	13.52
Precision production, craft, and repair occupations	13.76	7.50	10.00	13.46	16.75	19.78	12.02	9.73	10.84	11.81	13.00	14.92
Automobile mechanics	16.68	11.99	15.00	16.87	18.71	21.28	-	-	-	-	-	-
Industrial machinery repairers	17.90	13.48	16.56	18.63	20.83	20.83	-	-	-	-	-	-
Mechanics and repairers, N.E.C.	14.45	11.00	11.18	12.00	19.50	23.00	-	-	-	-	-	-
Machine operators, assemblers, and inspectors	11.62	6.25	8.00	11.09	14.28	18.12	-	-	-	-	-	-
Miscellaneous machine operators, N.E.C.	13.32	7.64	8.85	11.15	16.66	20.81	-	-	-	-	-	-
Welders and cutters	12.86	9.56	11.09	12.00	14.00	17.74	-	-	-	-	-	-
Assemblers	9.52	5.50	7.00	9.16	12.76	13.25	-	-	-	-	-	-

See footnotes at end of table.

Table A-2. Hourly earnings¹ for selected occupations, all workers², private industry and State and local government, Charleston-North Charleston, SC, September 1998 — Continued

Occupation ³	Private industry						State and local government					
	Mean	Percentiles					Mean	Percentiles				
		10	25	Median 50	75	90		10	25	Median 50	75	90
Blue-collar occupations (-Continued)												
Machine operators, assemblers, and inspectors (-Continued)												
Production inspectors, checkers and examiners	\$10.37	\$7.90	\$8.40	\$10.05	\$12.38	\$13.75	-	-	-	-	-	-
Transportation and material moving occupations	11.22	5.38	9.00	11.70	13.20	15.30	\$9.00	\$6.31	\$7.18	\$8.50	\$10.51	\$11.83
Truck drivers	12.15	8.14	11.00	12.75	14.00	15.30	-	-	-	-	-	-
Industrial truck and tractor equipment operators	8.95	7.00	8.00	8.75	10.00	10.29	-	-	-	-	-	-
Handlers, equipment cleaners, helpers, and laborers	8.69	5.19	5.95	6.81	9.22	15.00	7.63	6.08	6.52	7.38	8.48	9.88
Stock handlers and baggers	7.07	5.25	5.45	6.26	8.50	9.70	-	-	-	-	-	-
Freight, stock, and material handlers, N.E.C.	7.41	5.20	5.25	6.07	9.26	12.04	-	-	-	-	-	-
Laborers except construction, N.E.C.	6.61	(4)	(4)	(4)	(4)	(4)	-	-	-	-	-	-
Service occupations	6.63	5.15	5.25	6.00	7.00	9.25	10.23	6.10	7.11	9.73	13.00	14.95
Protective service occupations	-	-	-	-	-	-	12.31	8.99	9.86	12.26	14.11	15.87
Firefighting occupations	-	-	-	-	-	-	10.07	7.68	8.57	9.50	11.68	13.18
Sheriffs, bailiffs, and other law enforcement officers	-	-	-	-	-	-	13.35	10.73	12.16	13.43	14.39	15.87
Food service occupations	6.17	2.85	5.15	5.62	6.75	8.49	-	-	-	-	-	-
Supervisors, food preparation and service occupations	11.34	6.00	7.00	10.25	15.55	21.46	-	-	-	-	-	-
Waiters and waitresses	2.99	2.13	2.13	2.50	3.89	5.15	-	-	-	-	-	-
Food preparation occupations, N.E.C.	5.58	5.15	5.15	5.40	6.00	6.50	-	-	-	-	-	-
Health service occupations	9.08	5.25	5.88	7.47	9.92	16.62	-	-	-	-	-	-
Nursing aides, orderlies and attendants	9.28	5.25	5.75	6.88	10.30	19.17	-	-	-	-	-	-
Cleaning and building service occupations	6.83	5.15	5.50	6.23	7.50	8.75	7.64	5.43	6.12	7.17	8.51	11.49
Maids and housemen	5.74	5.15	5.25	5.50	6.05	6.60	-	-	-	-	-	-
Janitors and cleaners	7.47	5.54	6.00	7.00	8.00	9.50	-	-	-	-	-	-
Personal service occupations	5.88	3.50	5.15	6.24	6.35	7.25	7.17	5.64	5.64	6.42	8.65	9.80
Service occupations, N.E.C.	6.64	5.15	6.24	6.35	7.14	8.04	-	-	-	-	-	-

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. The 10th, 25th, 50th, 75th and 90th percentiles designate position in the earnings distribution. At the 50th percentile, the median, half of the workers receive the same as or more than the rate shown, and half receive the same as or less than the rate shown. At the 25th percentile, one-fourth of the workers earn the same as or less than the rate shown. At the 75th percentile, one-fourth earn the same as or more than the rate shown. The 10th and 90th percentiles follow the same logic.

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

³ A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. Individual occupations are classified into one of nine major occupational groups.

⁴ The positional statistics for this occupation were suppressed because some were below the minimum wage. In this update survey, an average decrease in mean wages for this occupation was applied to the positional statistics, causing the 10th percentile to go below the minimum wage.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups and occupational levels may include data for categories not shown separately. N.E.C. means not elsewhere classified. IN THIS SURVEY, THE NONRESPONSE RATE FOR PRIVATE INDUSTRY EXCEEDED REGULAR SURVEY STANDARDS FOR PUBLICATION. ACCORDINGLY, USERS SHOULD INTERPRET THESE RESULTS WITH THIS LIMITATION IN MIND.

NOTE: Individual and average wage rates were collected in this update survey. A procedure was put into place to "move" the positional statistics where averages were collected. This procedure compares current locality survey data—at the quote level—with the same quote from the prior survey. Individual rates from the prior survey are moved by the average change in mean wages for the occupation.

Table A-3. Hourly earnings¹ for selected occupations, full-time and part-time workers², all industries, Charleston-North Charleston, SC, September 1998

Occupation ³	All industries											
	Full-time						Part-time					
	Mean	Percentiles					Mean	Percentiles				
		10	25	Median 50	75	90		10	25	Median 50	75	90
All occupations	\$13.90	\$6.00	\$8.00	\$11.69	\$16.93	\$24.88	\$7.29	\$5.15	\$5.25	\$6.00	\$7.50	\$10.26
All occupations excluding sales	14.06	6.15	8.20	11.82	17.19	25.01	7.41	5.15	5.19	6.05	7.35	10.51
White-collar occupations	17.18	7.50	9.89	15.00	22.40	29.59	9.85	5.25	5.72	8.00	10.51	19.28
White-collar occupations excluding sales	17.83	8.19	10.45	15.70	22.94	29.91	13.37	6.50	7.10	10.51	19.26	20.29
Professional specialty and technical occupations	20.80	10.99	15.05	20.03	25.24	29.91	17.40	9.73	10.51	18.00	19.28	21.38
Professional specialty occupations	22.83	14.22	16.97	22.34	26.82	30.49	19.52	10.51	15.99	19.28	19.84	25.00
Engineers, architects, and surveyors	26.75	19.61	22.53	23.07	29.41	32.93	-	-	-	-	-	-
Mathematical and computer scientists	-	-	-	-	-	-	-	-	-	-	-	-
Natural scientists	-	-	-	-	-	-	-	-	-	-	-	-
Health related occupations	23.96	14.70	16.84	21.54	27.31	32.39	21.17	15.99	18.31	19.28	20.86	26.50
Registered nurses	21.18	16.01	17.20	20.69	23.96	28.03	20.22	15.99	18.78	19.28	19.44	21.43
Teachers, college and university	-	-	-	-	-	-	-	-	-	-	-	-
Teachers, except college and university	21.99	15.70	18.12	22.20	25.85	28.41	-	-	-	-	-	-
Librarians, archivists, and curators	-	-	-	-	-	-	-	-	-	-	-	-
Social scientists and urban planners	-	-	-	-	-	-	-	-	-	-	-	-
Social, recreation, and religious workers	12.92	9.73	11.38	13.02	14.78	16.38	-	-	-	-	-	-
Social workers	12.92	9.73	11.38	13.02	14.78	16.38	-	-	-	-	-	-
Lawyers and judges	-	-	-	-	-	-	-	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, N.E.C.	18.83	13.22	15.84	16.36	22.89	24.61	-	-	-	-	-	-
Technical occupations	14.27	8.07	9.66	13.20	17.42	21.11	-	-	-	-	-	-
Clinical laboratory technologists and technicians	15.05	7.88	13.45	15.98	18.16	19.79	-	-	-	-	-	-
Licensed practical nurses	13.51	10.15	11.00	12.65	13.91	20.97	-	-	-	-	-	-
Health technologists and technicians, N.E.C.	9.27	7.73	8.20	8.89	10.20	11.57	-	-	-	-	-	-
Executive, administrative, and managerial occupations	24.78	13.02	15.87	20.73	32.93	37.00	-	-	-	-	-	-
Executives, administrators, and managers	29.51	14.80	19.01	29.54	33.65	51.43	-	-	-	-	-	-
Administrators and officials, public administration	36.80	20.68	25.74	29.59	51.43	62.50	-	-	-	-	-	-
Managers and administrators, N.E.C.	25.34	14.41	15.00	21.63	28.85	58.50	-	-	-	-	-	-
Management related occupations	17.70	12.29	14.01	16.91	19.65	23.78	-	-	-	-	-	-
Accountants and auditors	18.25	12.68	16.47	16.93	19.45	21.62	-	-	-	-	-	-
Management related occupations, N.E.C.	16.55	13.00	13.00	16.16	19.69	20.53	-	-	-	-	-	-
Sales occupations	10.13	5.15	5.73	8.00	11.76	16.25	6.70	5.15	5.35	6.00	8.00	9.15
Supervisors, sales occupations	15.31	12.04	14.00	15.47	16.25	18.62	-	-	-	-	-	-
Sales workers, other commodities	8.21	5.15	5.80	6.30	11.75	11.75	-	-	-	-	-	-
Cashiers	-	-	-	-	-	-	5.56	5.15	5.25	5.40	5.65	6.00
Administrative support occupations, including clerical	10.34	7.25	8.16	9.69	11.78	14.50	7.57	6.25	6.50	7.09	8.22	10.26
Secretaries	11.38	8.49	9.68	11.30	12.74	14.98	-	-	-	-	-	-
Records clerks, N.E.C.	10.16	8.07	8.66	9.24	12.02	13.76	-	-	-	-	-	-
Bookkeepers, accounting and auditing clerks	9.35	7.35	7.50	9.00	10.28	11.03	-	-	-	-	-	-
Billing clerks	9.02	7.01	7.55	8.26	9.93	12.15	-	-	-	-	-	-
Traffic, shipping and receiving clerks	15.38	6.00	11.68	12.76	23.10	24.10	-	-	-	-	-	-
General office clerks	9.36	6.06	7.85	9.00	10.96	12.41	-	-	-	-	-	-
Administrative support occupations, N.E.C.	14.66	8.96	10.13	15.60	18.67	19.88	-	-	-	-	-	-
Blue-collar occupations	11.82	6.25	8.02	11.10	14.28	18.63	6.39	(4)	(4)	(4)	(4)	(4)
Precision production, craft, and repair occupations	13.66	8.22	10.35	13.00	16.14	19.73	-	-	-	-	-	-
Automobile mechanics	14.45	8.73	11.62	14.50	17.00	20.03	-	-	-	-	-	-
Industrial machinery repairers	17.90	13.48	16.56	18.63	20.83	20.83	-	-	-	-	-	-
Mechanics and repairers, N.E.C.	12.92	9.73	10.97	12.00	13.37	19.50	-	-	-	-	-	-
Machine operators, assemblers, and inspectors	11.67	6.25	8.05	11.14	14.28	18.12	-	-	-	-	-	-

See footnotes at end of table.

Table A-3. Hourly earnings¹ for selected occupations, full-time and part-time workers², all industries, Charleston-North Charleston, SC, September 1998 — Continued

Occupation ³	All industries											
	Full-time					Part-time						
	Mean	Percentiles					Mean	Percentiles				
10		25	Median 50	75	90	10		25	Median 50	75	90	
Blue-collar occupations (-Continued)												
Machine operators, assemblers, and inspectors (-Continued)												
Miscellaneous machine operators, N.E.C.	\$13.57	\$7.88	\$9.20	\$12.28	\$16.66	\$20.81	—	—	—	—	—	—
Welders and cutters	12.86	9.56	11.09	12.00	14.00	17.74	—	—	—	—	—	—
Assemblers	9.52	5.50	7.00	9.16	12.76	13.25	—	—	—	—	—	—
Transportation and material moving occupations	11.22	6.20	9.00	11.70	12.89	15.30	—	—	—	—	—	—
Truck drivers	12.17	8.14	11.15	12.75	14.00	15.30	—	—	—	—	—	—
Industrial truck and tractor equipment operators	8.98	7.50	8.00	9.26	10.00	10.06	—	—	—	—	—	—
Handlers, equipment cleaners, helpers, and laborers	9.76	6.00	6.50	7.80	10.23	23.00	\$5.84	(⁴)	(⁴)	(⁴)	(⁴)	(⁴)
Stock handlers and baggers	8.34	6.25	6.92	8.00	9.65	10.45	5.52	\$5.15	\$5.25	\$5.45	\$5.65	\$6.13
Freight, stock, and material handlers, N.E.C.	7.67	5.20	5.25	6.12	10.80	12.04	—	—	—	—	—	—
Laborers except construction, N.E.C.	7.39	6.00	6.20	6.93	7.82	10.36	—	—	—	—	—	—
Service occupations	8.37	5.25	5.80	7.00	10.12	13.71	5.88	4.25	5.15	5.58	6.56	7.50
Protective service occupations	11.68	6.53	9.50	11.69	13.86	15.74	—	—	—	—	—	—
Firefighting occupations	10.07	7.68	8.57	9.50	11.68	13.18	—	—	—	—	—	—
Sheriffs, bailiffs, and other law enforcement officers	13.35	10.73	12.16	13.43	14.39	15.87	—	—	—	—	—	—
Food service occupations	6.60	3.89	5.30	6.00	7.00	9.55	5.55	2.50	5.15	5.47	6.38	7.50
Supervisors, food preparation and service occupations	11.34	6.00	7.00	10.25	15.55	21.46	—	—	—	—	—	—
Waiters and waitresses	3.25	2.13	2.13	2.79	3.89	6.00	—	—	—	—	—	—
Food preparation occupations, N.E.C.	5.81	5.15	5.30	6.00	6.50	6.65	5.40	5.15	5.15	5.15	5.50	5.75
Health service occupations	8.52	5.40	6.42	7.24	9.50	11.06	—	—	—	—	—	—
Nursing aides, orderlies and attendants	8.61	5.25	6.38	7.11	8.97	13.99	—	—	—	—	—	—
Cleaning and building service occupations	7.12	5.25	5.55	6.47	7.80	9.25	6.09	5.15	5.15	6.00	7.00	7.00
Maids and housemen	5.78	5.15	5.25	5.50	6.06	6.60	—	—	—	—	—	—
Janitors and cleaners	7.34	5.43	5.94	7.02	8.06	9.25	—	—	—	—	—	—
Personal service occupations	6.62	3.50	5.18	6.42	8.04	9.51	5.93	5.15	5.64	6.24	6.24	6.42
Service occupations, N.E.C.	7.07	5.15	6.30	6.75	7.25	9.64	—	—	—	—	—	—

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. The 10th, 25th, 50th, 75th and 90th percentiles designate position in the earnings distribution. At the 50th percentile, the median, half of the workers receive the same as or more than the rate shown, and half receive the same as or less than the rate shown. At the 25th percentile, one-fourth of the workers earn the same as or less than the rate shown. At the 75th percentile, one-fourth earn the same as or more than the rate shown. The 10th and 90th percentiles follow the same logic.

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 A classification system including about 480 individual occupations is used to cover

all workers in the civilian economy. Individual occupations are classified into one of nine major occupational groups.

⁴ The positional statistics for this occupation were suppressed because some were below the minimum wage. In this update survey, an average decrease in mean wages for this occupation was applied to the positional statistics, causing the 10th percentile to go below the minimum wage.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups and occupational levels may include data for categories not shown separately. N.E.C. means "not elsewhere classified."

NOTE: Individual and average wage rates were collected in this update survey. A procedure was put into place to "move" the positional statistics where averages were collected. This procedure compares current locality survey data—at the quote level—with the same quote from the prior survey. Individual rates from the prior survey are moved by the average change in mean wages for the occupation.

Table A-4. Weekly and annual earnings¹ and hours for selected occupations, full-time workers only², all industries, Charleston-North Charleston, SC, September 1998

Occupation ³	All industries					
	Mean weekly hours ⁴	Weekly earnings		Mean annual hours	Annual earnings	
		Mean	Median		Mean	Median
All occupations	40.3	\$560	\$464	2,030	\$28,209	\$24,117
All occupations excluding sales	40.3	566	472	2,026	28,492	24,469
White-collar occupations	40.0	687	594	1,959	33,654	29,141
White-collar occupations excluding sales	39.9	711	625	1,945	34,678	30,197
Professional specialty and technical occupations	39.7	826	788	1,838	38,248	35,027
Professional specialty occupations	39.8	908	869	1,786	40,787	37,371
Engineers, architects, and surveyors	41.4	1,109	1,039	2,149	57,484	52,989
Mathematical and computer scientists	-	-	-	-	-	-
Natural scientists	-	-	-	-	-	-
Health related occupations	39.8	954	862	2,047	49,049	42,805
Registered nurses	40.0	847	828	2,080	44,046	43,044
Teachers, college and university	-	-	-	-	-	-
Teachers, except college and university	38.7	850	853	1,503	33,049	32,930
Librarians, archivists, and curators	-	-	-	-	-	-
Social scientists and urban planners	-	-	-	-	-	-
Social, recreation, and religious workers	40.0	517	521	2,080	26,881	27,082
Social workers	40.0	517	521	2,080	26,881	27,082
Lawyers and judges	-	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, N.E.C.	39.3	739	654	2,041	38,440	34,029
Technical occupations	39.5	564	525	2,029	28,964	27,297
Clinical laboratory technologists and technicians	40.0	602	639	2,080	31,298	33,238
Licensed practical nurses	39.0	527	510	1,905	25,731	26,831
Health technologists and technicians, N.E.C.	39.0	361	334	2,027	18,782	17,390
Executive, administrative, and managerial occupations	41.0	1,015	827	2,122	52,574	43,118
Executives, administrators, and managers	41.4	1,223	1,154	2,141	63,159	60,008
Administrators and officials, public administration	40.0	1,472	1,184	2,080	76,542	61,547
Managers and administrators, N.E.C.	40.8	1,035	865	2,124	53,817	44,990
Management related occupations	40.3	713	676	2,094	37,074	35,173
Accountants and auditors	40.6	741	677	2,110	38,526	35,214
Management related occupations, N.E.C.	40.0	662	646	2,080	34,421	33,613
Sales occupations	40.8	413	310	2,123	21,493	16,120
Supervisors, sales occupations	41.2	630	614	2,141	32,769	31,949
Sales workers, other commodities	40.0	328	252	2,080	17,070	13,104
Administrative support occupations, including clerical	39.7	410	385	2,024	20,919	19,500
Secretaries	39.8	452	447	1,886	21,449	20,924
Records clerks, N.E.C.	40.0	406	370	2,080	21,126	19,219
Bookkeepers, accounting and auditing clerks	40.0	374	360	2,079	19,425	18,720
Billing clerks	39.6	357	328	2,059	18,583	17,053
Traffic, shipping and receiving clerks	38.8	597	485	2,017	31,024	25,214
General office clerks	39.8	372	360	2,069	19,366	18,720
Administrative support occupations, N.E.C.	39.5	579	624	2,056	30,131	32,448
Blue-collar occupations	41.0	484	440	2,130	25,177	22,880
Precision production, craft, and repair occupations	40.2	549	526	2,090	28,542	27,352
Automobile mechanics	40.2	581	590	2,089	30,187	30,695
Industrial machinery repairers	39.6	708	708	2,054	36,767	36,815
Mechanics and repairers, N.E.C.	40.6	524	492	2,109	27,246	25,563
Machine operators, assemblers, and inspectors	39.9	465	444	2,071	24,173	23,067
Miscellaneous machine operators, N.E.C.	40.0	543	491	2,080	28,228	25,542
Welders and cutters	38.6	496	461	2,007	25,812	23,965
Assemblers	40.0	381	366	2,075	19,749	18,983
Transportation and material moving occupations	47.3	531	464	2,461	27,611	24,114
Truck drivers	51.8	630	672	2,693	32,775	34,944
Industrial truck and tractor equipment operators	39.4	354	370	2,049	18,388	19,240
Handlers, equipment cleaners, helpers, and laborers	39.6	386	313	2,057	20,064	16,255
Stock handlers and baggers	39.8	332	320	2,072	17,276	16,640
Freight, stock, and material handlers, N.E.C.	39.8	305	235	2,068	15,866	12,204
Laborers except construction, N.E.C.	40.0	296	277	2,080	15,375	14,414
Service occupations	39.9	334	280	2,067	17,293	14,352
Protective service occupations	42.2	493	488	2,194	25,622	25,395
Firefighting occupations	53.0	534	503	2,756	27,763	26,171
Sheriffs, bailiffs, and other law enforcement officers	39.3	524	513	2,041	27,257	26,697

See footnotes at end of table.

Table A-4. Weekly and annual earnings¹ and hours for selected occupations, full-time workers only², all industries, Charleston-North Charleston, SC, September 1998 — Continued

Occupation ³	All industries					
	Mean weekly hours ⁴	Weekly earnings		Mean annual hours	Annual earnings	
		Mean	Median		Mean	Median
Service occupations (-Continued)						
Food service occupations	39.6	\$261	\$240	2,057	\$13,570	\$12,480
Supervisors, food preparation and service occupations	39.1	444	410	2,034	23,075	21,320
Waiters and waitresses	37.6	122	90	1,953	6,342	4,680
Food preparation occupations, N.E.C.	40.0	232	240	2,080	12,077	12,480
Health service occupations	39.5	337	288	2,055	17,499	14,997
Nursing aides, orderlies and attendants	39.4	339	284	2,048	17,642	14,789
Cleaning and building service occupations	38.3	273	254	1,994	14,198	13,210
Maids and housemen	35.7	206	206	1,855	10,726	10,712
Janitors and cleaners	39.8	292	280	2,070	15,186	14,560
Personal service occupations	39.3	260	257	1,920	12,702	13,000
Service occupations, N.E.C.	40.0	283	270	2,080	14,701	14,040

¹ Earnings 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, 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. The median designates position—one-half of the workers receive the same as or more, and one-half receive the same as or less than the rate shown.

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 A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. Individual occupations are classified into one of nine major occupational groups.

⁴ Mean weekly hours are the hours an employee is scheduled to work in a week, exclusive of overtime.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups and occupational levels may include data for categories not shown separately. N.E.C. means "not elsewhere classified."

NOTE: Individual and average wage rates were collected in this update survey. A procedure was put into place to "move" the positional statistics where averages were collected. This procedure compares current locality survey data—at the quote level—with the same quote from the prior survey. Individual rates from the prior survey are moved by the average change in mean wages for the occupation.

Table B-1. Mean hourly earnings¹ by occupational group and levels², all industries, private industry, State and local government, full-time and part-time workers, Charleston-North Charleston, SC, September 1998

Occupational group ³ and level	All workers ⁴			All industries	
	All industries	Private industry	State and local government	Full-time workers	Part-time workers
All occupations	\$13.17	\$11.65	\$16.64	\$13.90	\$7.29
All occupations excluding sales	13.41	11.88	16.65	14.06	7.41
White-collar occupations	16.65	14.41	19.58	17.18	9.85
Level 1	5.64	5.64	—	—	5.66
Level 2	7.26	6.83	—	7.78	5.85
Level 3	8.53	8.06	—	8.78	7.73
Level 4	9.41	9.14	9.78	9.41	9.21
Level 5	12.51	12.71	11.87	12.68	—
Level 6	15.30	14.51	—	15.42	—
Level 7	18.86	14.55	20.50	18.84	—
Level 8	19.73	17.57	20.89	19.66	—
Level 9	19.89	18.93	21.85	19.98	18.92
Level 10	23.62	23.62	—	23.59	—
Level 11	28.25	29.24	27.09	28.25	—
Level 12	31.04	29.55	—	31.04	—
Level 14	53.91	—	—	—	—
White-collar occupations excluding sales	17.65	15.78	19.61	17.83	13.37
Level 1	6.40	6.40	—	—	—
Level 2	7.84	7.50	—	7.86	—
Level 3	8.81	8.06	—	8.90	—
Level 4	9.64	9.51	9.78	9.66	—
Level 5	11.96	11.99	11.87	12.08	—
Level 6	15.30	14.47	—	15.42	—
Level 7	18.86	14.51	20.50	18.83	—
Level 8	20.22	18.60	20.89	20.16	—
Level 9	19.89	18.93	21.85	19.98	18.92
Level 10	25.31	25.31	—	25.28	—
Level 11	28.13	29.04	27.09	28.13	—
Level 12	31.04	29.55	—	31.04	—
Level 14	53.91	—	—	—	—
Professional specialty and technical occupations	20.65	20.82	20.54	20.80	17.40
Professional specialty occupations	22.68	23.89	22.11	22.83	19.52
Level 5	11.67	—	—	11.79	—
Level 7	22.06	—	—	—	—
Level 8	21.14	18.66	21.49	21.04	—
Level 9	20.43	19.74	21.33	20.66	18.92
Level 11	27.51	27.41	—	27.51	—
Level 12	29.20	29.64	—	29.20	—
Engineers, architects, and surveyors	26.75	26.75	—	26.75	—
Mathematical and computer scientists	—	—	—	—	—
Natural scientists	—	—	—	—	—
Health related occupations	23.59	24.45	—	23.96	21.17
Level 9	19.73	19.20	—	19.88	—
Teachers, college and university	—	—	—	—	—
Teachers, except college and university	21.97	—	22.04	21.99	—
Level 8	21.80	—	21.92	21.80	—
Librarians, archivists, and curators	—	—	—	—	—
Social scientists and urban planners	—	—	—	—	—
Social, religious, and recreation workers	13.09	—	—	12.92	—
Lawyers and judges	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, N.E.C.	18.83	21.06	—	18.83	—
Technical occupations	14.09	15.40	12.26	14.27	—
Level 4	9.44	—	—	9.44	—
Level 5	11.22	11.52	—	11.54	—
Level 6	12.50	12.50	—	12.91	—
Level 7	16.16	—	—	16.16	—
Executive, administrative, and managerial occupations ...	24.58	20.72	29.12	24.78	—
Level 7	14.72	14.73	14.71	14.72	—
Level 8	17.63	19.86	—	17.76	—
Level 9	19.49	18.65	—	19.49	—
Level 11	28.33	30.05	—	28.33	—
Executives, administrators, and managers	29.07	23.07	33.18	29.51	—

See footnotes at end of table.

Table B-1. Mean hourly earnings¹ by occupational group and levels², all industries, private industry, State and local government, full-time and part-time workers, Charleston-North Charleston, SC, September 1998 — Continued

Occupational group ³ and level	All workers ⁴			All industries	
	All industries	Private industry	State and local government	Full-time workers	Part-time workers
White-collar occupations (-Continued)					
Executives, administrators, and managers (-Continued)					
Level 8	\$19.53	—	—	—	—
Level 9	21.17	\$19.51	—	\$21.17	—
Level 11	28.19	—	—	28.19	—
Management related occupations	17.70	18.77	\$14.55	17.70	—
Level 7	15.40	15.62	—	15.40	—
Level 9	18.10	18.10	—	18.10	—
Sales occupations	9.00	9.01	—	10.13	\$6.70
Level 2	5.65	5.65	—	—	5.54
Level 3	—	—	—	8.28	—
Level 4	8.00	8.00	—	7.98	—
Level 5	15.76	15.76	—	16.17	—
Administrative support occupations, including clerical	10.23	9.99	10.72	10.34	7.57
Level 1	6.40	6.40	—	—	—
Level 2	7.93	7.57	—	7.96	—
Level 3	8.81	8.06	—	8.90	—
Level 4	9.68	9.50	9.93	9.70	—
Level 5	12.04	12.07	—	12.04	—
Level 6	15.02	15.49	—	15.02	—
Level 7	15.60	—	—	15.60	—
Blue-collar occupations	11.25	11.37	9.99	11.82	6.39
Level 1	6.48	6.43	7.05	7.07	5.61
Level 2	7.08	7.04	—	7.14	6.63
Level 3	9.29	9.42	8.45	9.42	8.00
Level 4	10.55	10.58	—	10.55	—
Level 5	12.21	12.23	—	12.39	—
Level 6	14.76	15.19	—	14.76	—
Level 7	15.02	15.15	—	15.02	—
Level 9	19.59	19.59	—	19.59	—
Precision production, craft, and repair occupations	13.53	13.76	12.02	13.66	—
Level 5	10.84	10.80	—	11.13	—
Level 6	13.49	14.56	—	13.49	—
Level 7	14.68	14.85	—	14.68	—
Level 9	19.05	19.05	—	19.05	—
Machine operators, assemblers, and inspectors	11.62	11.62	—	11.67	—
Level 2	6.91	6.91	—	6.88	—
Level 3	9.18	9.18	—	9.18	—
Level 4	9.40	9.40	—	9.40	—
Level 5	13.25	13.25	—	13.25	—
Level 6	13.37	13.37	—	13.37	—
Level 7	17.07	17.07	—	17.07	—
Transportation and material moving occupations	10.95	11.22	9.00	11.22	—
Level 2	6.24	—	—	—	—
Level 3	10.14	10.51	—	10.12	—
Handlers, equipment cleaners, helpers, and laborers	8.59	8.69	7.63	9.76	5.84
Level 1	6.61	6.56	7.05	7.42	5.62
Level 2	7.44	7.34	—	7.66	—
Level 3	8.59	8.65	—	8.96	—
Service occupations	7.84	6.63	10.23	8.37	5.88
Level 1	5.83	5.59	6.88	6.01	5.42
Level 2	4.93	4.44	—	5.03	4.25
Level 3	6.95	6.85	—	6.98	6.84
Level 4	7.81	—	—	9.22	—
Level 5	9.30	—	9.67	9.19	—
Level 6	11.42	—	12.36	11.42	—
Level 8	15.05	—	—	15.05	—
Protective service occupations	11.73	—	12.31	11.68	—
Level 5	9.83	—	9.67	9.67	—
Level 6	12.33	—	12.39	12.33	—
Food service occupations	6.18	6.17	—	6.60	5.55

See footnotes at end of table.

Table B-1. Mean hourly earnings¹ by occupational group and levels², all industries, private industry, State and local government, full-time and part-time workers, Charleston-North Charleston, SC, September 1998 — Continued

Occupational group ³ and level	All workers ⁴			All industries	
	All industries	Private industry	State and local government	Full-time workers	Part-time workers
Service occupations (-Continued)					
Food service occupations (-Continued)					
Level 1	\$5.44	\$5.42	—	\$5.59	\$5.26
Level 3	6.11	6.06	—	6.10	6.12
Health service occupations					
Level 3	8.48	9.08	—	8.52	—
Level 3	7.10	—	—	—	—
Cleaning and building service occupations					
Level 1	7.03	6.83	\$7.64	7.12	6.09
Level 1	6.24	5.86	—	6.26	6.08
Level 3	7.79	7.79	—	—	—
Personal service occupations					
Level 1	6.39	5.88	7.17	6.62	5.93
Level 1	5.38	5.30	—	—	—
Level 2	6.49	—	—	—	—
Level 3	7.41	—	—	—	—

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 Each occupation for which wage data are collected in an establishment is evaluated based on 10 factors, including knowledge, complexity, work environment, etc. Points are assigned based on the occupation's ranking within each factor. The points are summed to determine the overall level of the occupation. See technical note for more information.

³ A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. Individual occupations are classified into one of nine major occupational groups.

⁴ All workers include full-time and part-time workers. Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a

full-time employee in one establishment, but classified as part-time in another firm, where a 40-hour week is the minimum full-time schedule.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups and occupational levels may include data for categories not shown separately. N.E.C. means not elsewhere classified. IN THIS SURVEY, THE NONRESPONSE RATE FOR PRIVATE INDUSTRY EXCEEDED REGULAR SURVEY STANDARDS FOR PUBLICATION. ACCORDINGLY, USERS SHOULD INTERPRET THESE RESULTS WITH THIS LIMITATION IN MIND.

NOTE: Individual and average wage rates were collected in this update survey. A procedure was put into place to "move" the positional statistics where averages were collected. This procedure compares current locality survey data—at the quote level—with the same quote from the prior survey. Individual rates from the prior survey are moved by the average change in mean wages for the occupation.

Table B-2. Mean hourly earnings¹ for selected occupations and levels², all industries, private industry, State and local government, full-time and part-time workers, Charleston-North Charleston, SC, September 1998

Occupation ³ and level	All workers ⁴			All industries	
	All industries	Private industry	State and local government	Full-time workers	Part-time workers
White-collar occupations:					
Professional specialty and technical occupations:					
Professional specialty occupations:					
Registered nurses	\$21.03	\$20.51	—	\$21.18	\$20.22
Level 9	19.75	19.13	—	19.92	—
Social workers	13.09	—	—	12.92	—
Technical occupations:					
Clinical laboratory technologists and technicians	15.05	—	—	15.05	—
Licensed practical nurses	12.84	11.73	—	13.51	—
Level 5	11.46	11.52	—	—	—
Health technologists and technicians, N.E.C.	9.27	—	\$9.07	9.27	—
Executive, administrative, and managerial occupations:					
Administrators and officials, public administration	36.80	—	36.80	36.80	—
Managers and administrators, N.E.C.	25.34	25.34	—	25.34	—
Accountants and auditors	18.25	18.81	—	18.25	—
Level 7	15.59	—	—	15.59	—
Level 9	17.60	—	—	17.60	—
Management related occupations, N.E.C.	16.55	16.55	—	16.55	—
Sales occupations:					
Supervisors, sales occupations	15.31	15.31	—	15.31	—
Sales workers, other commodities	7.98	7.98	—	8.21	—
Level 3	7.42	7.42	—	—	—
Level 4	8.09	8.09	—	—	—
Cashiers	5.54	5.50	—	—	5.56
Level 2	5.69	5.69	—	—	—
Administrative support occupations, including clerical:					
Secretaries	11.38	11.78	10.88	11.38	—
Level 4	10.17	9.50	—	10.17	—
Records clerks, N.E.C.	9.63	9.94	—	10.16	—
Level 4	10.02	—	—	10.02	—
Bookkeepers, accounting and auditing clerks	9.27	9.27	—	9.35	—
Billing clerks	9.02	9.02	—	9.02	—
Traffic, shipping and receiving clerks	15.38	15.38	—	15.38	—
Investigators and adjusters except insurance	9.30	9.30	—	—	—
General office clerks	9.36	8.77	9.94	9.36	—
Level 4	10.08	—	—	10.08	—
Administrative support occupations, N.E.C.	14.66	—	—	14.66	—
Blue-collar occupations:					
Precision production, craft, and repair occupations:					
Automobile mechanics	14.45	16.68	—	14.45	—
Level 7	14.74	—	—	14.74	—
Industrial machinery repairers	17.90	17.90	—	17.90	—
Mechanics and repairers, N.E.C.	12.92	14.45	—	12.92	—
Machine operators, assemblers, and inspectors:					
Miscellaneous machine operators, N.E.C.	13.32	13.32	—	13.57	—
Level 3	9.58	9.58	—	9.58	—
Welders and cutters	12.86	12.86	—	12.86	—
Assemblers	9.52	9.52	—	9.52	—
Production inspectors, checkers and examiners ..	10.37	10.37	—	—	—
Transportation and material moving occupations:					
Truck drivers	12.11	12.15	—	12.17	—
Industrial truck and tractor equipment operators ..	8.98	8.95	—	8.98	—
Handlers, equipment cleaners, helpers, and laborers:					
Stock handlers and baggers	7.07	7.07	—	8.34	5.52
Level 1	5.82	5.82	—	—	5.48
Level 3	8.44	8.44	—	—	—
Freight, stock, and material handlers, N.E.C.	7.41	7.41	—	7.67	—
Level 1	—	—	—	6.57	—
Laborers except construction, N.E.C.	6.81	6.61	—	7.39	—
Level 1	6.52	6.49	—	7.04	—
Service occupations:					
Protective service occupations:					
Firefighting occupations	10.07	—	10.07	10.07	—

See footnotes at end of table.

Table B-2. Mean hourly earnings¹ for selected occupations and levels², all industries, private industry, State and local government, full-time and part-time workers, Charleston-North Charleston, SC, September 1998 — Continued

Occupation ³ and level	All workers ⁴			All industries	
	All industries	Private industry	State and local government	Full-time workers	Part-time workers
Service occupations: (-Continued)					
Protective service occupations: (-Continued)					
Sheriffs, bailiffs, and other law enforcement officers	\$13.35	—	\$13.35	\$13.35	—
Level 6	13.20	—	13.20	13.20	—
Food service occupations:					
Supervisors, food preparation and service occupations	11.34	\$11.34	—	11.34	—
Waiters and waitresses	2.99	2.99	—	3.25	—
Level 1	3.94	3.94	—	—	—
Kitchen workers, food preparation	7.19	—	—	—	—
Food preparation occupations, N.E.C.	5.58	5.58	—	5.81	\$5.40
Level 1	5.54	5.54	—	—	5.40
Health service occupations:					
Nursing aides, orderlies and attendants	8.57	9.28	—	8.61	—
Cleaning and building service occupations:					
Maids and housemen	5.74	5.74	—	5.78	—
Level 1	5.63	5.63	—	5.66	—
Janitors and cleaners	7.31	7.47	—	7.34	—
Level 1	6.71	6.30	—	6.69	—
Personal service occupations:					
Attendants, amusement and recreation facilities ..	5.47	—	—	—	—
Service occupations, N.E.C.	7.03	6.64	—	7.07	—

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 Each occupation for which wage data are collected in an establishment is evaluated based on 10 factors, including knowledge, complexity, work environment, etc. Points are assigned based on the occupation's ranking within each factor. The points are summed to determine the overall level of the occupation. See technical note for more information.

³ A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. Individual occupations are classified into one of nine major occupational groups.

⁴ All workers include full-time and part-time workers. Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a

full-time employee in one establishment, but classified as part-time in another firm, where a 40-hour week is the minimum full-time schedule.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups and occupational levels may include data for categories not shown separately. N.E.C. means not elsewhere classified. IN THIS SURVEY, THE NONRESPONSE RATE FOR PRIVATE INDUSTRY EXCEEDED REGULAR SURVEY STANDARDS FOR PUBLICATION. ACCORDINGLY, USERS SHOULD INTERPRET THESE RESULTS WITH THIS LIMITATION IN MIND.

NOTE: Individual and average wage rates were collected in this update survey. A procedure was put into place to "move" the positional statistics where averages were collected. This procedure compares current locality survey data—at the quote level—with the same quote from the prior survey. Individual rates from the prior survey are moved by the average change in mean wages for the occupation.

Table C-1. Mean hourly earnings¹ by occupational group and selected characteristics, all industries, Charleston-North Charleston, SC, September 1998

Occupational group ²	Full-time workers ³	Part-time workers ³	Union ⁴	Nonunion ⁴	Time ⁵	Incentive ⁵
All occupations	\$13.90	\$7.29	\$17.76	\$13.03	\$13.19	\$12.56
All occupations excluding sales	14.06	7.41	17.76	13.27	13.45	12.50
White-collar occupations	17.18	9.85	17.40	16.64	16.76	13.10
White-collar excluding sales	17.83	13.37	17.40	17.66	17.66	-
Professional specialty and technical occupations	20.80	17.40	-	20.64	20.65	-
Professional specialty occupations	22.83	19.52	-	22.68	22.68	-
Technical occupations	14.27	-	-	13.93	14.09	-
Executive, administrative, and managerial occupations ...	24.78	-	-	24.58	24.59	-
Sales occupations	10.13	6.70	-	9.00	7.87	12.69
Administrative support including clerical occupations	10.34	7.57	16.34	10.07	10.21	-
Blue-collar occupations	11.82	6.39	17.84	10.69	11.11	12.69
Precision production, craft, and repair occupations	13.66	-	-	13.25	13.40	-
Machine operators, assemblers, and inspectors	11.67	-	15.85	11.02	11.73	-
Transportation and material moving occupations	11.22	-	-	10.89	9.82	-
Handlers, equipment cleaners, helpers, and laborers	9.76	5.84	-	7.27	8.61	-
Service occupations	8.37	5.88	-	7.84	7.86	-

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 A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. Individual occupations are classified into one of nine major occupational groups.

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 Union workers are those whose wages are determined through collective bargaining.

⁵ Time workers' wages are based solely on an 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.

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NOTE: Individual and average wage rates were collected in this update survey. A procedure was put into place to "move" the positional statistics where averages were collected. This procedure compares current locality survey data—at the quote level—with the same quote from the prior survey. Individual rates from the prior survey are moved by the average change in mean wages for the occupation.

Table C-2. Mean hourly earnings¹ by occupational group and industry division, private industry, all workers², Charleston-North Charleston, SC, September 1998

Occupational group ³	All private industries	Goods-producing industries ⁴				Service-producing industries ⁵				
		Total	Mining	Construction	Manufacturing	Total	Transportation and public utilities	Wholesale and retail trade	Finance, insurance, and real estate	Services
All occupations	\$11.65	\$14.58	—	—	\$15.00	—	—	—	—	\$11.08
All occupations excluding sales	11.88	14.57	—	—	14.98	—	—	—	—	11.10
White-collar occupations	14.41	20.54	—	—	20.55	—	—	—	—	14.70
White-collar excluding sales	15.78	20.59	—	—	20.61	—	—	—	—	14.77
Professional specialty and technical occupations	20.82	24.80	—	—	24.80	—	—	—	—	19.36
Professional specialty occupations	23.89	25.41	—	—	25.41	—	—	—	—	23.29
Technical occupations	15.40	23.54	—	—	23.54	—	—	—	—	12.81
Executive, administrative, and managerial occupations	20.72	22.66	—	—	23.14	—	—	—	—	19.43
Sales occupations	9.01	—	—	—	—	—	—	—	—	—
Administrative support, including clerical occupations	9.99	11.34	—	—	11.34	—	—	—	—	9.24
Blue-collar occupations	11.37	12.26	—	—	12.49	—	—	—	—	7.44
Precision production, craft, and repair occupations	13.76	14.12	—	—	15.86	—	—	—	—	—
Machine operators, assemblers, and inspectors	11.62	11.90	—	—	11.90	—	—	—	—	9.49
Transportation and material moving occupations	11.22	10.54	—	—	10.54	—	—	—	—	—
Handlers, equipment cleaners, helpers, and laborers	8.69	8.74	—	—	9.01	—	—	—	—	6.05
Service occupations	6.63	—	—	—	—	—	—	—	—	6.60

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

³ A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. Individual occupations are classified into one of nine major occupational groups.

⁴ Goods-producing industries include mining, construction, and manufacturing.

⁵ Service-producing industries include transportation and public utilities; wholesale

and retail trade; finance, insurance, and real estate; and services.

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NOTE: Individual and average wage rates were collected in this update survey. A procedure was put into place to "move" the positional statistics where averages were collected. This procedure compares current locality survey data—at the quote level—with the same quote from the prior survey. Individual rates from the prior survey are moved by the average change in mean wages for the occupation.

Table C-3. Mean hourly earnings¹ by occupational group and establishment employment size, private industry, all workers², Charleston-North Charleston, SC, September 1998

Occupational group ³	All private industry workers	50 - 99 workers	100 workers or more		
			Total	100 - 499 workers	500 workers or more
All occupations	\$11.65	\$10.32	\$12.21	\$11.03	\$14.60
All occupations excluding sales	11.88	10.46	12.45	11.25	14.64
White-collar occupations	14.41	12.91	14.95	13.15	17.11
White-collar excluding sales	15.78	14.55	16.16	14.94	17.20
Professional specialty and technical occupations	20.82	19.81	20.98	21.97	20.63
Professional specialty occupations	23.89	—	24.46	26.63	23.79
Technical occupations	15.40	—	14.46	15.09	14.20
Executive, administrative, and managerial occupations ...	20.72	20.39	20.86	18.96	24.76
Sales occupations	9.01	9.15	8.92	9.00	—
Administrative support, including clerical occupations	9.99	10.36	9.84	10.07	9.54
Blue-collar occupations	11.37	10.84	11.57	11.10	12.90
Precision production, craft, and repair occupations	13.76	12.20	14.91	13.89	18.29
Machine operators, assemblers, and inspectors	11.62	12.25	11.57	11.05	12.16
Transportation and material moving occupations	11.22	11.31	11.17	11.17	—
Handlers, equipment cleaners, helpers, and laborers	8.69	8.24	8.89	9.01	—
Service occupations	6.63	5.91	7.10	7.24	6.54

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

³ A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. Individual occupations are classified into one of nine major occupational groups.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups and occupational levels may include data for categories not shown separately. N.E.C. means not elsewhere classified. IN THIS SURVEY, THE NONRESPONSE RATE FOR PRIVATE INDUSTRY EXCEEDED REGULAR SURVEY STANDARDS FOR PUBLICATION. ACCORDINGLY, USERS SHOULD INTERPRET THESE RESULTS WITH THIS LIMITATION IN MIND.

NOTE: Individual and average wage rates were collected in this update survey. A procedure was put into place to "move" the positional statistics where averages were collected. This procedure compares current locality survey data—at the quote level—with the same quote from the prior survey. Individual rates from the prior survey are moved by the average change in mean wages for the occupation.

Table C-4. Number of workers¹ represented by occupational group, Charleston-North Charleston, SC, September 1998

Occupational group ²	All workers		
	All industries	Private industry	State and local government
All occupations	102,109	70,160	31,949
All occupations excluding sales	95,827	63,919	31,908
White-collar occupations	49,839	27,788	22,051
White-collar excluding sales	43,557	21,547	22,010
Professional specialty and technical occupations	22,521	8,346	14,175
Professional specialty occupations	17,835	5,637	12,198
Technical occupations	4,686	2,710	1,976
Executive, administrative, and managerial occupations ...	6,552	3,512	3,041
Sales occupations	6,282	6,241	—
Administrative support including clerical occupations	14,483	9,689	4,795
Blue-collar occupations	30,407	27,554	2,853
Precision production, craft, and repair occupations	8,674	7,477	1,198
Machine operators, assemblers, and inspectors	8,087	8,087	—
Transportation and material moving occupations	4,447	3,570	877
Handlers, equipment cleaners, helpers, and laborers	9,199	8,421	778
Service occupations	21,863	14,818	7,045

¹ Both full-time and part-time workers were included in the survey. 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 establishment, where a 40-hour week is the minimum full-time schedule.

² A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. Individual occupations are classified into one of nine major occupational groups.

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

groups and occupational levels may include data for categories not shown separately. N.E.C. means not elsewhere classified. IN THIS SURVEY, THE NONRESPONSE RATE FOR PRIVATE INDUSTRY EXCEEDED REGULAR SURVEY STANDARDS FOR PUBLICATION. ACCORDINGLY, USERS SHOULD INTERPRET THESE RESULTS WITH THIS LIMITATION IN MIND.

NOTE: Individual and average wage rates were collected in this update survey. A procedure was put into place to "move" the positional statistics where averages were collected. This procedure compares current locality survey data—at the quote level—with the same quote from the prior survey. Individual rates from the prior survey are moved by the average change in mean wages for the occupation.

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 the steps required to produce the data.

Planning for the survey

The overall design of the survey includes questions of scope, frame, and sample selection.

Survey scope

This survey covered establishments employing 50 workers or more in goods-producing industries (mining, construction and manufacturing); service-producing industries (transportation, communications, electric, gas, and sanitary services; wholesale trade; retail trade; finance, insurance, and real estate; and services industries); and State and local governments. Agriculture, private households, and the Federal Government were excluded from the scope of the survey. For purposes of this survey an establishment was an economic unit which 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 was usually at a single physical location. For State and local governments, an establishment was defined as all locations of a government entity.

The Charleston-North Charleston, SC, Metropolitan Statistical Area includes Berkeley, Charleston, and Dorchester Counties.

Sampling frame

The list of establishments from which the survey sample was selected (sampling frame) was developed from State unemployment insurance reports. Due to the volatility of industries within the private sector, sampling frames were developed using the most recent month of reference available at the time the sample was selected. The sampling frame was reviewed prior to the survey and, when necessary, missing establishments were added, out-of-business and out-of-scope establishments were removed, and addresses, employment levels, industry classification, and other information were updated.

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 which were not selected for collection. See appendix table 1 for a count of establishments in the survey by employment size. 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. Collection was the responsibility of the field economists, working out of the Regional Office, who visited each establishment surveyed. Other contact methods, such as mail and telephone, were used to follow-up and update data.

Occupational selection and classification

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

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

For each occupation, wage data were collected for those workers who met all the criteria identified in the last three steps. Special procedures were developed for jobs for which a correct classification or level could not be determined.

In step one, the jobs to be sampled were selected at each establishment by the BLS field economist during a personal visit. A complete list of employees was used for sampling,

with each selected worker representing a job within the establishment.

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

The number of jobs collected in each establishment was based on an establishment's employment size as shown in the following schedule:

<i>Number of employees</i>	<i>Number of selected jobs</i>
50-99	8
100-249	10
250-999	12
1000-2,499	16
2,500+	20

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

Each occupational classification is an element of a broader classification known as a major occupational group (MOG). Occupations can fall into any of the following MOGs:

- Professional specialty and technical
- Executive, administrative, and managerial
- Sales
- Administrative support including clerical
- Precision production, craft, and repair
- Machine operators, assemblers, and inspectors
- Transportation and material moving
- Handlers, equipment cleaners, helpers, and laborers
- Service occupations

Appendix B contains a complete list of all individual occupations, classified by the MOG 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.

Generic leveling through point factor analysis

In the last step before wage data were collected, the work level of each selected job was determined using a "generic leveling" process. Generic leveling ranks and compares all occupations randomly selected in an establishment using the same criteria. This is a major departure from the method used in the past in the Bureau's Occupational Compensation Surveys which studied specifically defined occupations with leveling definitions unique to each occupation.

For this survey, the level of each occupation in an establishment was determined by an analysis of each of 10 leveling factors. Nine of these factors are drawn from the U.S. Government Office of Personnel Management's Factor Evaluation System, which is the underlying structure for evaluation of General Schedule Federal employees. The tenth factor, supervisory duties, attempts to account for the effect of supervisory duties. It is considered experimental. The 10 factors are:

- Knowledge
- Supervision received
- Guidelines
- Complexity
- Scope and effect
- Personal contacts
- Purpose of contacts
- Physical demands
- Work environment
- Supervisory duties

Each factor contains a number of levels and each level has an associated written description and point value. The number and range of points differ among the factors. For each factor, an occupation was assigned a level based on which written description best matched the job. Within each occupation, the points for 9 factors (supervisory duties was excluded) were recorded and totaled. The total determines the overall level of the occupation. Appendix table 3 presents average work levels for published occupational groups and selected occupations. A description of the levels for each factor is shown in appendix C.

Tabulations of levels of work for occupations in the survey follow the Federal Government's white-collar General Schedule. Point ranges for each of the 15 levels are shown in appendix D. It also includes an example of a leveled job and a guide to help data users evaluate jobs in their firm.

Wage data collected in prior surveys using the new generic leveling method were evaluated by BLS researchers using regression techniques. For each of the major occupational groups, wages were compared to the 10 generic level factors (and levels within those factors). The analysis showed that several of the generic level factors, most notably knowledge and supervision received, had strong explanatory power for wages. That is, as the levels within a given factor increased, the wages also increased. Detailed

research continues in the area. The results of this research will be published by BLS in the future.

Collection period

The survey data were collected over several months. 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 (e.g., Christmas bonuses, profit-sharing bonuses)
- Uniform and tool allowances
- Free room and board
- Payments made by third parties (e.g., tips, bonuses given by manufacturers to department store salespeople, referral incentives in real estate)
- On-call pay

In order to calculate earnings for various time periods (hourly, weekly, and annual), data on work schedules were also 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, 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 that the employer considers to be full time.

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.

Level. A ranking of an occupation based on the requirements of the position. (See the description in the technical note and the example for more details on the leveling process.)

Nonunion worker. An employee in an occupation not meeting the conditions for union coverage (see below).

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

Straight-time. Time worked at the standard rate of pay for the job.

Time-based worker. Any employee whose earnings are tied to an hourly rate or salary, and not to a specific level of production.

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

Processing and analyzing the data

Data were processed and analyzed at the Bureau's 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 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, 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 the nonrespondents equals the mean value of the respondents at some detailed "cell" level. Responding and nonresponding establishments were classified into these cells according to industry and employment size. Responding and nonre

responding occupations within responding establishments were classified into cells that were additionally defined by major occupation group and job level.

Establishments that were determined to be out of business or outside the scope of the survey had their weights changed to zero. If only partial data were given by a sample establishment or occupation, or data were missing, the response was treated as a refusal.

Survey response

	Establish- ments
Total in sample	199
Responding	118
Out of business or not in survey scope	19
Unable or refused to pro- vide data	62

Some surveys may have a high nonresponse rate for the all industries or private industry iterations. Such instances are noted in the bulletin table footnotes.

Estimation

The wage series in the tables are computed by combining the wages for individual establishment/occupations. Before being combined, individual wage rates are weighted by: number of workers; the sample weight adjusted for nonresponding establishments and other factors; and the occupation work schedule, varying depending on whether hourly, weekly, or annual rates are being calculated.

Not all series that were calculated 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 publishing a series that could have revealed information about a specific establishment.

The number of workers estimates 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 only to indicate the relative importance of the occupational groups studied.

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. Appendix table 2 contains RSE data for selected series in this bulletin. RSE data for all series in this bulletin are available on the Internet web site and by request to the BLS National Office.

The standard error can be used to calculate a “confidence interval” around a sample estimate. As an example, suppose table A-1 shows that mean hourly earnings for all workers was \$12.79 per hour, and appendix table 2 shows a relative standard error of 3.6 percent for this estimate. At the 90-percent level, the confidence interval for this estimate is \$13.55 to \$12.03 (\$12.79 plus and minus 1.645 times 3.6 percent times \$12.79). 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. A Technical Reinterview Program done in all survey areas will be used in the development of a formal quality assessment process to help compute nonsampling error. 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 by personal visit, computer edits of the data, and detailed data review.

Appendix table 1. Number of establishments studied by industry division and establishment employment size, and number of establishments represented, Charleston-North Charleston, SC, September 1998

Industry	Number of establishments represented	Number of establishments studied				
		Total studied	50 - 99 workers	100 workers or more		
				Total	100 - 499 workers	500 workers or more
All industries	596	118	42	76	50	26
Private industry	565	102	40	62	47	15
Goods-producing industries	120	30	9	21	15	6
Construction	52	4	4	-	-	-
Manufacturing	68	26	5	21	15	6
Service-producing industries	445	72	31	41	32	9
Transportation and public utilities	41	8	4	4	4	-
Wholesale and retail trade	220	28	16	12	12	-
Finance, insurance and real estate	10	3	-	3	3	-
Services	174	33	11	22	13	9
State and local government	32	16	2	14	3	11

NOTE: Dashes indicate that no data were reported. Overall industry and industry groups may include data for categories not shown separately.

Appendix table 2. Relative standard errors of mean hourly earnings¹ for selected occupations, all industries, private industry, and State and local government, all workers², Charleston-North Charleston, SC, September 1998

(in percent)

Occupation ³	All industries	Private industry	State and local government
All occupations	2.6	3.1	4.3
All occupations excluding sales	2.7	3.1	4.3
White-collar occupations	3.3	4.1	4.8
White-collar occupations excluding sales	3.3	4.2	4.8
Professional specialty and technical occupations	3.0	5.4	3.6
Professional specialty occupations	2.9	6.1	3.1
Engineers, architects, and surveyors	9.7	9.7	—
Mathematical and computer scientists	—	—	—
Natural scientists	—	—	—
Health related occupations	7.2	10.3	—
Registered nurses	4.3	4.0	—
Teachers, college and university	—	—	—
Teachers, except college and university	2.0	—	2.0
Librarians, archivists, and curators	—	—	—
Social scientists and urban planners	—	—	—
Social, recreation, and religious workers	4.0	—	—
Social workers	4.0	—	—
Lawyers and judges	—	—	—
Writers, authors, entertainers, athletes, and professionals, N.E.C.	8.6	10.8	—
Technical occupations	7.2	8.6	11.5
Clinical laboratory technologists and technicians	10.9	—	—
Licensed practical nurses	8.6	3.3	—
Health technologists and technicians, N.E.C.	5.4	—	5.9
Executive, administrative, and managerial occupations	7.8	7.1	10.8
Executives, administrators, and managers	8.9	12.6	9.7
Administrators and officials, public administration	21.0	—	21.0
Managers and administrators, N.E.C.	21.3	21.3	—
Management related occupations	4.4	4.9	3.6
Accountants and auditors	7.1	8.4	—
Management related occupations, N.E.C.	5.9	5.9	—
Sales occupations	9.8	9.9	—
Supervisors, sales occupations	5.3	5.3	—
Sales workers, other commodities	12.0	12.0	—
Cashiers	1.9	1.6	—
Administrative support occupations, including clerical	3.0	3.5	5.7
Secretaries	4.0	5.9	2.2
Records clerks, N.E.C.	8.5	10.3	—
Bookkeepers, accounting and auditing clerks	5.6	5.6	—
Billing clerks	6.9	6.9	—
Traffic, shipping and receiving clerks	16.4	16.4	—
Investigators and adjusters except insurance	13.1	13.1	—
General office clerks	3.8	5.5	4.2
Administrative support occupations, N.E.C.	12.1	—	—
Blue-collar occupations	3.1	3.4	5.3
Precision production, craft, and repair occupations	6.1	7.1	2.6
Automobile mechanics	5.9	3.2	—
Industrial machinery repairers	4.6	4.6	—
Mechanics and repairers, N.E.C.	5.4	11.1	—
Machine operators, assemblers, and inspectors	4.7	4.7	—
Miscellaneous machine operators, N.E.C.	9.8	9.8	—
Welders and cutters	7.3	7.3	—
Assemblers	7.5	7.5	—
Production inspectors, checkers and examiners	8.6	8.6	—
Transportation and material moving occupations	4.8	4.6	10.7
Truck drivers	2.6	2.6	—
Industrial truck and tractor equipment operators	4.5	4.8	—
Handlers, equipment cleaners, helpers, and laborers	9.0	9.8	3.6
Stock handlers and baggers	4.2	4.2	—
Freight, stock, and material handlers, N.E.C.	15.2	15.2	—
Laborers except construction, N.E.C.	4.0	4.6	—

See footnotes at end of table.

Appendix table 2. Relative standard errors of mean hourly earnings¹ for selected occupations, all industries, private industry, and State and local government, all workers², Charleston-North Charleston, SC, September 1998 — Continued

(in percent)

Occupation ³	All industries	Private industry	State and local government
Service occupations	4.2	4.7	4.7
Protective service occupations	5.1	—	3.7
Firefighting occupations	8.8	—	8.8
Sheriffs, bailiffs, and other law enforcement officers	3.3	—	3.3
Food service occupations	6.6	7.0	—
Supervisors, food preparation and service occupations	19.8	19.8	—
Waiters and waitresses	7.8	7.8	—
Kitchen workers, food preparation	5.3	—	—
Food preparation occupations, N.E.C.	2.0	2.0	—
Health service occupations	16.0	23.9	—
Nursing aides, orderlies and attendants	19.2	30.4	—
Cleaning and building service occupations	4.0	4.3	8.5
Maids and housemen	2.1	2.1	—
Janitors and cleaners	3.6	5.1	—
Personal service occupations	6.2	5.8	9.2
Attendants, amusement and recreation facilities ..	3.5	—	—
Service occupations, N.E.C.	6.9	4.9	—

¹ The relative standard error is the standard error expressed as a percent of the estimate. Hourly earnings for these occupations are presented in Tables A-1 and A-2. Reliable relative standard errors could not be determined for all occupations.

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

³ A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. Individual occupations are classified into one of nine major occupational groups.

NOTE: Dashes indicate that no data were reported or

that data did not meet publication criteria. Overall occupational groups and occupational levels may include data for categories not shown separately. N.E.C. means not elsewhere classified. IN THIS SURVEY, THE NONRESPONSE RATE FOR PRIVATE INDUSTRY EXCEEDED REGULAR SURVEY STANDARDS FOR PUBLICATION. ACCORDINGLY, USERS SHOULD INTERPRET THESE RESULTS WITH THIS LIMITATION IN MIND.

NOTE: Individual and average wage rates were collected in this update survey. A procedure was put into place to "move" the positional statistics where averages were collected. This procedure compares current locality survey data—at the quote level—with the same quote from the prior survey. Individual rates from the prior survey are moved by the average change in mean wages for the occupation.

Appendix table 3. Average work levels for selected occupations, all workers, full-time and part-time workers, Charleston-North Charleston, SC, September 1998

Occupation ¹	All workers	Full-time workers	Part-time workers
All occupations	5	6	3
All occupations excluding sales	5	6	3
White-collar occupations	7	7	5
White-collar occupations excluding sales	7	7	7
Professional specialty and technical occupations	8	8	8
Professional specialty occupations	9	9	8
Engineers, architects, and surveyors	11	11	—
Mathematical and computer scientists	—	—	—
Natural scientists	—	—	—
Health related occupations	9	9	9
Registered nurses	9	9	9
Teachers, college and university	—	—	—
Teachers, except college and university	8	8	—
Librarians, archivists, and curators	—	—	—
Social scientists and urban planners	—	—	—
Social, recreation, and religious workers	6	6	—
Social workers	6	6	—
Lawyers and judges	—	—	—
Writers, authors, entertainers, athletes, and professionals, N.E.C.	8	8	—
Technical occupations	6	6	—
Clinical laboratory technologists and technicians	7	7	—
Licensed practical nurses	6	6	—
Health technologists and technicians, N.E.C.	4	4	—
Executive, administrative, and managerial occupations	10	10	—
Executives, administrators, and managers	11	11	—
Administrators and officials, public administration	12	12	—
Managers and administrators, N.E.C.	9	9	—
Management related occupations	8	8	—
Accountants and auditors	8	8	—
Management related occupations, N.E.C.	8	8	—
Sales occupations	3	4	2
Supervisors, sales occupations	8	8	—
Sales workers, other commodities	4	4	—
Cashiers	2	—	2
Administrative support occupations, including clerical	4	4	3
Secretaries	5	5	—
Records clerks, N.E.C.	4	4	—
Bookkeepers, accounting and auditing clerks	3	4	—
Billing clerks	4	4	—
Traffic, shipping and receiving clerks	5	5	—
Investigators and adjusters except insurance	3	—	—
General office clerks	4	4	—
Administrative support occupations, N.E.C.	6	6	—
Blue-collar occupations	4	5	2
Precision production, craft, and repair occupations	6	6	—
Automobile mechanics	7	7	—
Industrial machinery repairers	7	7	—
Mechanics and repairers, N.E.C.	6	6	—
Machine operators, assemblers, and inspectors	5	5	—
Miscellaneous machine operators, N.E.C.	5	5	—
Welders and cutters	6	6	—
Assemblers	4	4	—
Production inspectors, checkers and examiners	4	—	—
Transportation and material moving occupations	4	5	—
Truck drivers	5	5	—
Industrial truck and tractor equipment operators	3	3	—
Handlers, equipment cleaners, helpers, and laborers	2	3	2
Stock handlers and baggers	2	2	1
Freight, stock, and material handlers, N.E.C.	2	2	—
Laborers except construction, N.E.C.	2	2	—
Service occupations	3	4	2
Protective service occupations	6	6	—
Firefighting occupations	5	5	—
Sheriffs, bailiffs, and other law enforcement officers	7	7	—

See footnotes at end of table.

Appendix table 3. Average work levels for selected occupations, all workers, full-time and part-time workers, Charleston-North Charleston, SC, September 1998 — Continued

Occupation ¹	All workers	Full-time workers	Part-time workers
Service occupations (-Continued)			
Food service occupations	3	3	2
Supervisors, food preparation and service occupations	6	6	—
Waiters and waitresses	3	2	—
Kitchen workers, food preparation	4	—	—
Food preparation occupations, N.E.C.	1	2	1
Health service occupations	3	3	—
Nursing aides, orderlies and attendants	3	3	—
Cleaning and building service occupations	2	2	1
Maids and housemen	1	2	—
Janitors and cleaners	2	2	—
Personal service occupations	2	2	2
Attendants, amusement and recreation facilities	2	—	—
Service occupations, N.E.C.	2	2	—

¹ A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. Individual occupations are classified into one of nine major occupational groups. The occupations titled authors, musicians, actors, painters, photographers, dancers, artists, athletes, and legislators cannot be assigned a work level.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups and occupational levels may

include data for categories not shown separately. N.E.C. means "not elsewhere classified."

NOTE: Individual and average wage rates were collected in this update survey. A procedure was put into place to "move" the positional statistics where averages were collected. This procedure compares current locality survey data—at the quote level—with the same quote from the prior survey. Individual rates from the prior survey are moved by the average change in mean wages for the occupation.