

Indianapolis, IN National Compensation Survey July 1999



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Preface

Data shown in this bulletin were collected as part of the Bureau of Labor Statistics (BLS) National Compensation Survey (NCS). The survey could not have been conducted without the cooperation of the many private 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 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) 691-6199, 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 and Planning, or at the BLS Internet site.

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Introduction

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

NCS products

The Bureau's National Compensation Survey provides data on 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, is 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, which include wages and salaries, incentive pay, cost-of-living adjustments, and hazard pay. These earnings exclude premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. About 480 detailed occupations are used to describe all occupations in the civilian nonfarm economy (excluding the Federal Government and private households), as explained in Appendix A. Data are not shown for any occupations if they would raise concerns about the confidentiality of the survey respondents or if the data are insufficient to support reliable estimates.

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

Table 2-1 presents estimates of mean hourly earnings, and the relative standard errors associated with them, for

detailed occupations within all industries, private industry, and State and local government. Table 2-2 presents the same type of information for full-time workers only. Table 2-3 provides similar data for workers designated as part-time.

Table 3-1 provides mean weekly earnings data, with relative standard errors, and weekly hours for full-time employees in specific occupations across all industries, private industry, and State and local government. Table 3-2 provides annual earnings, relative standard errors, and annual hours for full-time employees in specific occupations.

Table 4-1 provides mean hourly earnings data by work level for occupational groups and for detailed occupations. Separate data are also shown for private industry and government workers. Table 4-2 provides work level data for full-time workers. Table 4-3 provides similar data for workers designated as part-time.

Table 5-1 presents mean hourly earnings data for selected worker characteristics by major occupational groups. The worker characteristics include full-time or part-time designation, union or nonunion status, and time or incentive pay. Table 5-2 presents mean hourly earnings data for major industry divisions by occupational groups; these estimates are limited to the private sector. Table 5-3 presents mean hourly earnings data for establishment employment sizes by major occupational groups; these estimates also are limited to the private sector.

Tables 6-1 through 6-5 present hourly wage percentiles that describe the distribution of hourly earnings for each published occupation. Data are provided for the 10th, 25th, 50th, 75th, and 90th percentiles for detailed occupations within all industries, private industry, State and local government, full-time workers, and part-time workers. These iterations correspond to those presented in tables 2-1, 2-2, and 2-3. For each published occupation, these percentiles relate to the average hourly earnings of jobs surveyed in establishments. The percentiles do not relate to the hourly earnings of individual workers in these establishment jobs.

Appendix table 1 provides the employment scope of this survey. The occupation employment estimates relate to all employers in the area, rather than just to those surveyed. Appendix table 2 presents the number of establishments studied by industry group and employment size. The median work levels for published occupations are presented in appendix table 3.

Table 1-1. Summary: Mean hourly earnings¹ and weekly hours by selected characteristics, private industry and State and local government, National Compensation Survey, Indianapolis, IN, July 1999

Worker and establishment characteristics	Total			Private industry			State and local government		
	Hourly earnings		Mean weekly hours ³	Hourly earnings		Mean weekly hours ³	Hourly earnings		Mean weekly hours ³
	Mean	Relative error ² (percent)		Mean	Relative error ² (percent)		Mean	Relative error ² (percent)	
Total	\$16.18	2.5	36.2	\$15.90	3.0	36.1	\$17.92	2.8	36.9
Worker characteristics:⁴									
White-collar occupations ⁵	19.37	3.4	36.5	19.05	4.1	36.6	20.96	3.9	35.9
Professional specialty and technical	23.93	4.2	36.5	22.99	5.8	37.0	26.17	4.8	35.4
Executive, administrative, and managerial	25.74	3.9	39.9	26.66	4.0	39.9	19.68	10.5	39.5
Sales	17.63	19.1	31.0	17.63	19.2	31.0	-	-	-
Administrative support	12.13	2.6	37.4	12.38	2.8	37.7	10.41	3.6	35.2
Blue-collar occupations ⁵	14.59	2.0	37.6	14.62	2.1	37.6	14.06	5.9	37.5
Precision production, craft, and repair	19.22	2.9	39.9	19.58	2.9	39.9	14.50	11.7	40.0
Machine operators, assemblers, and inspectors	13.73	3.0	39.6	13.72	3.0	39.6	-	-	-
Transportation and material moving	13.72	3.7	35.5	13.63	4.0	35.6	14.70	3.6	33.7
Handlers, equipment cleaners, helpers, and laborers	10.57	4.3	34.4	10.52	4.4	34.2	11.69	12.8	38.8
Service occupations ⁵	9.64	3.9	32.7	8.27	4.6	31.0	13.46	4.4	38.7
Full time	16.89	2.5	39.6	16.66	2.9	39.8	18.21	3.0	38.6
Part time	8.84	5.6	19.2	8.47	5.2	19.0	12.92	15.7	20.7
Union	18.33	2.6	38.4	17.72	2.7	38.4	19.65	5.2	38.3
Nonunion	15.52	3.5	35.6	15.48	3.7	35.6	15.96	6.4	35.5
Time	15.78	2.1	36.2	15.42	2.4	36.1	17.92	2.8	36.9
Incentive	25.68	15.7	35.8	25.68	15.7	35.8	-	-	-
Establishment characteristics:									
Goods producing	(⁶)	(⁶)	(⁶)	-	-	-	(⁶)	(⁶)	(⁶)
Service producing	(⁶)	(⁶)	(⁶)	-	-	-	(⁶)	(⁶)	(⁶)
50-99 workers ⁷	16.50	6.1	36.5	16.51	6.1	36.5	-	-	-
100-499 workers	14.51	5.9	35.6	14.05	6.5	35.6	19.37	7.5	35.5
500 workers or more	17.77	2.0	36.8	17.89	2.3	36.5	17.44	3.8	37.5

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

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

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

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

based on productivity payments such as piece rates, commissions, and production bonuses.

⁵ A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

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

⁷ Establishments classified with 50-99 workers may contain establishments with fewer than 50 due to staff reductions between survey sampling and collection.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. IN THIS SURVEY, THE NONRESPONSE RATE FOR ALL INDUSTRIES AND PRIVATE INDUSTRY EXCEEDED REGULAR SURVEY STANDARDS FOR PUBLICATION. ACCORDINGLY, USERS SHOULD INTERPRET THESE RESULTS WITH THIS LIMITATION IN MIND.

Table 2-1. Mean hourly earnings¹, all workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Indianapolis, IN, July 1999

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
All	\$16.18	2.5	\$15.90	3.0	\$17.92	2.8
All excluding sales	16.07	2.1	15.74	2.4	17.92	2.8
White collar	19.37	3.4	19.05	4.1	20.96	3.9
White collar excluding sales	19.65	2.8	19.34	3.4	20.96	3.9
Professional specialty and technical	23.93	4.2	22.99	5.8	26.17	4.8
Professional specialty	26.45	4.7	25.63	7.1	28.00	4.3
Engineers, architects, and surveyors	27.20	3.4	27.14	3.8	—	—
Civil engineers	27.11	5.2	—	—	—	—
Electrical and electronic engineers	25.69	5.7	25.69	5.7	—	—
Mechanical engineers	22.35	4.6	22.35	4.6	—	—
Engineers, n.e.c.	29.61	6.1	29.61	6.1	—	—
Mathematical and computer scientists	28.26	9.5	28.26	9.5	—	—
Computer systems analysts and scientists	25.33	3.7	25.33	3.7	—	—
Natural scientists	—	—	—	—	—	—
Health related	20.75	3.0	20.93	3.2	19.69	9.0
Registered nurses	20.14	2.6	20.43	2.9	18.45	4.8
Physical therapists	24.17	4.2	—	—	—	—
Teachers, college and university	55.28	14.3	55.28	14.3	—	—
Teachers, except college and university	31.00	4.1	25.26	18.5	31.28	4.2
Elementary school teachers	31.07	2.4	—	—	31.32	2.4
Secondary school teachers	29.61	2.7	—	—	29.65	2.8
Teachers, n.e.c.	35.21	3.9	—	—	—	—
Librarians, archivists, and curators	—	—	—	—	—	—
Social scientists and urban planners	26.09	6.9	26.09	6.9	—	—
Psychologists	25.78	10.7	25.78	10.7	—	—
Social, recreation, and religious workers	13.68	11.8	11.80	13.0	16.36	15.1
Social workers	13.86	12.3	11.90	14.1	16.48	15.3
Lawyers and judges	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	18.30	16.5	18.02	17.7	—	—
Technical	16.33	4.0	17.00	3.8	12.07	6.8
Clinical laboratory technologists and technicians	15.60	9.8	15.60	9.8	—	—
Licensed practical nurses	14.14	2.3	14.15	2.3	—	—
Health technologists and technicians, n.e.c.	12.94	2.4	13.09	2.4	—	—
Engineering technicians, n.e.c.	17.26	16.4	—	—	—	—
Drafters	18.42	6.8	18.42	6.8	—	—
Computer programmers	16.81	7.6	16.81	7.6	—	—
Technical and related, n.e.c.	16.82	8.8	16.82	8.8	—	—
Executive, administrative, and managerial	25.74	3.9	26.66	4.0	19.68	10.5
Executives, administrators, and managers	29.15	5.8	29.76	6.4	24.47	13.9
Administrators and officials, public administration	17.92	12.9	—	—	17.92	12.9
Financial managers	31.84	6.7	31.84	6.7	—	—
Personnel and labor relations managers	40.93	25.0	40.93	25.0	—	—
Administrators, education and related fields	35.01	5.2	40.45	22.2	—	—
Managers, medicine and health	26.08	10.1	26.52	10.4	—	—
Managers and administrators, n.e.c.	28.79	7.9	28.77	8.0	—	—
Management related	20.92	5.3	22.07	5.0	14.62	6.4
Accountants and auditors	21.53	6.5	21.53	6.5	—	—
Other financial officers	23.08	10.5	23.08	10.5	—	—
Personnel, training, and labor relations specialists	19.54	17.9	28.31	6.5	—	—
Management related, n.e.c.	19.35	5.2	19.40	5.6	—	—
Sales	17.63	19.1	17.63	19.2	—	—
Supervisors, sales	31.50	26.7	31.50	26.7	—	—
Sales, other business services	21.21	22.9	21.22	23.3	—	—
Sales workers, other commodities	17.09	47.0	17.09	47.0	—	—
Cashiers	7.46	1.4	7.46	1.4	—	—
Sales support, n.e.c.	12.38	14.8	12.38	14.8	—	—
Administrative support, including clerical	12.13	2.6	12.38	2.8	10.41	3.6
Supervisors, general office	14.84	4.3	14.94	5.1	—	—
Supervisors, financial records processing	18.84	4.8	—	—	—	—

See footnotes at end of table.

Table 2-1. Mean hourly earnings¹, all workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Indianapolis, IN, July 1999 — Continued

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
White collar —Continued						
Administrative support, including clerical —Continued						
Secretaries	\$13.43	5.5	\$13.91	5.1	\$11.56	9.2
Transportation ticket and reservation agents	13.04	14.0	13.04	14.0	—	—
Receptionists	10.95	4.1	10.95	4.1	—	—
Library clerks	12.52	10.7	—	—	—	—
Records clerks, n.e.c.	12.12	9.4	12.05	10.6	—	—
Bookkeepers, accounting and auditing clerks	11.62	4.4	11.60	4.5	—	—
Payroll and timekeeping clerks	12.75	6.3	12.36	5.3	—	—
Billing clerks	10.33	3.6	10.55	3.0	—	—
Dispatchers	13.37	4.5	—	—	—	—
Production coordinators	21.58	15.4	21.58	15.4	—	—
Traffic, shipping and receiving clerks	10.68	7.7	10.68	7.7	—	—
Stock and inventory clerks	12.25	9.7	12.16	10.4	—	—
Insurance adjusters, examiners, and investigators	12.33	1.4	12.33	1.4	—	—
Investigators and adjusters, except insurance	12.54	7.3	12.22	8.1	—	—
General office clerks	11.05	7.1	11.88	7.2	8.45	3.0
Data entry keyers	11.08	6.5	11.08	6.5	—	—
Teachers' aides	8.95	2.9	—	—	8.95	2.9
Administrative support, n.e.c.	12.72	6.8	12.89	7.2	—	—
Blue collar	14.59	2.0	14.62	2.1	14.06	5.9
Precision production, craft, and repair	19.22	2.9	19.58	2.9	14.50	11.7
Supervisors, mechanics and repairers	24.90	9.0	—	—	—	—
Automobile mechanics	19.53	9.5	19.62	10.0	—	—
Bus, truck, and stationary engine mechanics	15.66	6.1	15.66	6.1	—	—
Industrial machinery repairers	22.33	5.9	22.33	5.9	—	—
Millwrights	23.23	4.6	—	—	—	—
Mechanics and repairers, n.e.c.	19.20	9.0	19.17	9.3	—	—
Supervisors, electricians and power transmission installers	28.28	1.3	28.28	1.3	—	—
Supervisors, construction trades, n.e.c.	23.96	7.1	23.96	7.1	—	—
Electricians	21.92	10.2	21.92	10.2	—	—
Supervisors, production	18.39	4.3	18.39	4.3	—	—
Machinists	17.34	13.5	17.34	13.5	—	—
Butchers and meat cutters	12.44	3.5	12.44	3.5	—	—
Machine operators, assemblers, and inspectors	13.73	3.0	13.72	3.0	—	—
Grinding, abrading, buffing, and polishing machine operators	14.74	13.4	14.74	13.4	—	—
Numerical control machine operators	12.08	5.0	12.08	5.0	—	—
Fabricating machine operators, n.e.c.	11.85	13.2	11.85	13.2	—	—
Molding and casting machine operators	10.14	5.3	10.14	5.3	—	—
Printing press operators	17.55	9.5	17.55	9.5	—	—
Packaging and filling machine operators	14.32	13.3	14.32	13.3	—	—
Mixing and blending machine operators	11.92	8.8	11.92	8.8	—	—
Miscellaneous machine operators, n.e.c.	12.15	5.7	12.15	5.7	—	—
Welders and cutters	13.82	9.5	13.82	9.5	—	—
Assemblers	12.07	7.3	12.07	7.3	—	—
Production inspectors, checkers and examiners ..	12.37	13.5	12.37	13.5	—	—
Transportation and material moving	13.72	3.7	13.63	4.0	14.70	3.6
Truck drivers	14.00	6.0	14.07	6.2	—	—
Bus drivers	13.49	9.1	—	—	15.01	4.1
Motor transportation, n.e.c.	8.17	12.1	8.17	12.1	—	—
Industrial truck and tractor equipment operators ..	14.49	8.1	14.39	8.3	—	—
Miscellaneous material moving equipment operators, n.e.c.	13.11	10.7	13.11	10.7	—	—
Handlers, equipment cleaners, helpers, and laborers	10.57	4.3	10.52	4.4	11.69	12.8
Construction laborers	14.03	6.6	14.03	6.6	—	—
Production helpers	9.66	12.0	9.28	12.0	—	—

See footnotes at end of table.

Table 2-1. Mean hourly earnings¹, all workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Indianapolis, IN, July 1999 — Continued

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
Blue collar —Continued						
Handlers, equipment cleaners, helpers, and laborers						
—Continued						
Stock handlers and baggers	\$9.42	7.6	\$9.38	7.8	—	—
Freight, stock, and material handlers, n.e.c.	12.54	10.1	12.54	10.1	—	—
Hand packers and packagers	9.26	5.5	9.26	5.5	—	—
Laborers, except construction, n.e.c.	10.24	10.6	10.05	11.8	\$11.58	19.4
Service	9.64	3.9	8.27	4.6	13.46	4.4
Protective service	14.09	6.1	10.31	12.4	15.36	4.8
Firefighting	14.14	2.8	—	—	14.14	2.8
Police and detectives, public service	18.07	2.7	—	—	18.07	2.7
Guards and police, except public service	10.30	12.4	10.20	13.6	—	—
Food service	6.52	8.1	6.31	8.9	8.92	4.7
Waiters, waitresses, and bartenders	3.73	9.7	3.73	9.7	—	—
Bartenders	6.40	5.5	6.40	5.5	—	—
Waiters and waitresses	3.20	11.4	3.20	11.4	—	—
Other food service	8.45	7.9	8.37	9.1	8.92	4.7
Supervisors, food preparation and service	12.99	22.2	13.05	24.3	—	—
Cooks	8.54	4.5	8.58	4.7	—	—
Kitchen workers, food preparation	7.43	7.2	6.82	2.5	—	—
Food preparation, n.e.c.	7.15	3.2	6.69	2.7	8.62	3.2
Health service	9.39	2.4	9.37	2.6	—	—
Health aides, except nursing	10.58	2.9	10.63	3.0	—	—
Nursing aides, orderlies and attendants	8.59	2.3	8.54	2.4	—	—
Cleaning and building service	9.63	6.9	9.21	8.8	11.05	4.6
Maids and housemen	7.12	3.0	7.09	3.1	—	—
Janitors and cleaners	10.07	8.0	9.62	11.0	11.17	5.0
Personal service	10.25	7.1	10.28	8.1	—	—
Service, n.e.c.	9.08	9.3	8.34	8.0	—	—

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

² All workers include full-time and part-time workers.

³ A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

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

a sample estimate. For more information about RSEs, see appendix A.

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

Table 2-2. Mean hourly earnings¹, full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Indianapolis, IN, July 1999

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
All	\$16.89	2.5	\$16.66	2.9	\$18.21	3.0
All excluding sales	16.60	2.1	16.31	2.4	18.20	3.0
White collar	20.18	3.4	19.94	4.0	21.37	4.2
White collar excluding sales	19.98	2.9	19.65	3.5	21.37	4.2
Professional specialty and technical	24.30	4.4	23.33	6.1	26.59	5.1
Professional specialty	26.88	5.0	25.97	7.4	28.57	4.4
Engineers, architects, and surveyors	27.20	3.4	27.14	3.8	—	—
Civil engineers	27.11	5.2	—	—	—	—
Electrical and electronic engineers	25.69	5.7	25.69	5.7	—	—
Mechanical engineers	22.35	4.6	22.35	4.6	—	—
Engineers, n.e.c.	29.61	6.1	29.61	6.1	—	—
Mathematical and computer scientists	28.26	9.5	28.26	9.5	—	—
Computer systems analysts and scientists	25.33	3.7	25.33	3.7	—	—
Natural scientists	—	—	—	—	—	—
Health related	20.55	3.3	20.91	3.4	17.45	6.4
Registered nurses	20.10	3.1	20.41	3.4	—	—
Teachers, college and university	55.50	14.1	55.50	14.1	—	—
Teachers, except college and university	31.46	4.1	25.26	18.5	31.76	4.2
Elementary school teachers	31.07	2.4	—	—	31.32	2.4
Secondary school teachers	29.51	2.7	—	—	—	—
Teachers, n.e.c.	35.21	3.9	—	—	—	—
Librarians, archivists, and curators	—	—	—	—	—	—
Social scientists and urban planners	26.54	6.6	26.54	6.6	—	—
Social, recreation, and religious workers	13.73	12.2	11.74	13.6	16.48	15.3
Social workers	13.83	12.4	11.84	14.2	16.48	15.3
Lawyers and judges	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	18.49	16.9	18.21	18.2	—	—
Technical	16.49	4.1	17.23	3.8	12.07	6.9
Clinical laboratory technologists and technicians	15.59	9.9	15.59	9.9	—	—
Licensed practical nurses	13.89	2.3	13.90	2.4	—	—
Health technologists and technicians, n.e.c.	13.05	2.6	13.22	2.5	—	—
Engineering technicians, n.e.c.	17.26	16.4	—	—	—	—
Drafters	18.42	6.8	18.42	6.8	—	—
Computer programmers	16.81	7.6	16.81	7.6	—	—
Technical and related, n.e.c.	16.82	8.8	16.82	8.8	—	—
Executive, administrative, and managerial	25.77	3.9	26.69	4.0	19.68	10.5
Executives, administrators, and managers	29.22	5.8	29.84	6.4	24.47	13.9
Administrators and officials, public administration	17.92	12.9	—	—	17.92	12.9
Financial managers	31.84	6.7	31.84	6.7	—	—
Personnel and labor relations managers	40.93	25.0	40.93	25.0	—	—
Administrators, education and related fields	35.01	5.2	40.45	22.2	—	—
Managers, medicine and health	26.08	10.2	26.53	10.4	—	—
Managers and administrators, n.e.c.	28.79	7.9	28.77	8.0	—	—
Management related	20.92	5.3	22.07	5.0	14.62	6.4
Accountants and auditors	21.53	6.5	21.53	6.5	—	—
Other financial officers	23.08	10.5	23.08	10.5	—	—
Personnel, training, and labor relations specialists	19.54	17.9	28.31	6.5	—	—
Management related, n.e.c.	19.35	5.2	19.40	5.6	—	—
Sales	21.78	18.4	21.79	18.5	—	—
Supervisors, sales	32.61	26.1	32.61	26.1	—	—
Sales, other business services	21.21	22.9	21.22	23.3	—	—
Sales workers, other commodities	24.33	46.5	24.33	46.5	—	—
Cashiers	8.51	3.0	8.51	3.0	—	—
Administrative support, including clerical	12.32	2.6	12.55	2.8	10.60	4.0
Supervisors, general office	14.84	4.3	14.94	5.1	—	—
Supervisors, financial records processing	18.84	4.8	—	—	—	—
Secretaries	13.45	5.5	13.94	5.0	11.56	9.2
Receptionists	11.08	4.3	11.08	4.3	—	—
Records clerks, n.e.c.	12.12	9.4	12.05	10.6	—	—

See footnotes at end of table.

Table 2-2. Mean hourly earnings¹, full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Indianapolis, IN, July 1999 — Continued

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
White collar —Continued						
Administrative support, including clerical —Continued						
Bookkeepers, accounting and auditing clerks	\$11.58	4.5	\$11.56	4.6	—	—
Payroll and timekeeping clerks	12.75	6.3	12.36	5.3	—	—
Billing clerks	10.36	3.6	—	—	—	—
Dispatchers	13.37	4.5	—	—	—	—
Production coordinators	21.58	15.4	21.58	15.4	—	—
Traffic, shipping and receiving clerks	10.78	11.1	10.78	11.1	—	—
Investigators and adjusters, except insurance	12.43	8.6	—	—	—	—
General office clerks	11.17	7.2	11.98	7.2	—	—
Data entry keyers	11.23	6.5	11.23	6.5	—	—
Teachers' aides	9.01	2.9	—	—	\$9.01	2.9
Administrative support, n.e.c.	12.82	7.0	13.01	7.4	—	—
Blue collar	14.95	2.1	14.99	2.1	14.06	6.2
Precision production, craft, and repair						
Supervisors, mechanics and repairers	24.90	9.0	—	—	—	—
Automobile mechanics	19.53	9.5	19.62	10.0	—	—
Bus, truck, and stationary engine mechanics	15.66	6.1	15.66	6.1	—	—
Industrial machinery repairers	22.33	5.9	22.33	5.9	—	—
Millwrights	23.23	4.6	—	—	—	—
Mechanics and repairers, n.e.c.	19.32	9.1	19.30	9.4	—	—
Supervisors, electricians and power transmission installers	28.28	1.3	28.28	1.3	—	—
Supervisors, construction trades, n.e.c.	23.96	7.1	23.96	7.1	—	—
Electricians	21.92	10.2	21.92	10.2	—	—
Supervisors, production	18.39	4.3	18.39	4.3	—	—
Machinists	17.34	13.5	17.34	13.5	—	—
Butchers and meat cutters	12.44	3.5	12.44	3.5	—	—
Machine operators, assemblers, and inspectors						
Grinding, abrading, buffing, and polishing machine operators	14.74	13.4	14.74	13.4	—	—
Numerical control machine operators	12.08	5.0	12.08	5.0	—	—
Fabricating machine operators, n.e.c.	11.85	13.2	11.85	13.2	—	—
Molding and casting machine operators	10.14	5.3	10.14	5.3	—	—
Printing press operators	17.55	9.5	17.55	9.5	—	—
Packaging and filling machine operators	14.57	13.5	14.57	13.5	—	—
Mixing and blending machine operators	11.92	8.8	11.92	8.8	—	—
Miscellaneous machine operators, n.e.c.	12.15	5.7	12.15	5.7	—	—
Welders and cutters	13.82	9.5	13.82	9.5	—	—
Assemblers	12.08	7.3	12.08	7.3	—	—
Production inspectors, checkers and examiners ..	12.37	13.5	12.37	13.5	—	—
Transportation and material moving						
Truck drivers	14.04	6.1	14.07	6.3	—	—
Industrial truck and tractor equipment operators ..	14.49	8.1	14.39	8.3	—	—
Miscellaneous material moving equipment operators, n.e.c.	13.30	11.5	13.30	11.5	—	—
Handlers, equipment cleaners, helpers, and laborers						
Construction laborers	14.03	6.6	14.03	6.6	—	—
Production helpers	9.66	12.0	9.28	12.0	—	—
Stock handlers and baggers	10.69	8.5	10.66	8.8	—	—
Freight, stock, and material handlers, n.e.c.	13.10	11.6	13.10	11.6	—	—
Hand packers and packagers	9.27	5.5	9.27	5.5	—	—
Laborers, except construction, n.e.c.	10.41	11.0	10.22	12.3	—	—
Service						
Protective service	14.26	5.9	10.55	12.4	13.66	4.4
Firefighting	14.14	2.8	—	—	14.14	2.8
Police and detectives, public service	18.07	2.7	—	—	18.07	2.7
Guards and police, except public service	10.38	12.0	10.28	13.3	—	—

See footnotes at end of table.

Table 2-2. Mean hourly earnings¹, full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Indianapolis, IN, July 1999 — Continued

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
Service—Continued						
Food service	\$7.25	8.6	\$7.07	9.7	\$9.04	5.3
Writers, waitresses, and bartenders	3.85	12.3	3.85	12.3	—	—
Writers and waitresses	3.35	12.1	3.35	12.1	—	—
Other food service	8.88	8.5	8.85	9.8	9.04	5.3
Supervisors, food preparation and service	12.99	22.2	13.05	24.3	—	—
Cooks	8.56	4.8	8.60	5.0	—	—
Food preparation, n.e.c.	7.28	3.9	6.79	2.9	—	—
Health service	9.40	2.6	9.38	2.7	—	—
Health aides, except nursing	10.59	3.0	10.64	3.1	—	—
Nursing aides, orderlies and attendants	8.43	2.2	8.43	2.2	—	—
Cleaning and building service	9.93	7.1	9.54	9.3	11.14	4.6
Maid and housemen	7.16	2.8	7.16	2.8	—	—
Janitors and cleaners	10.41	8.0	10.06	11.5	11.17	5.0
Personal service	9.79	6.3	9.67	7.1	—	—
Service, n.e.c.	9.85	10.4	8.89	8.6	—	—

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

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. See appendix B for more information.

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

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

Table 2-3. Mean hourly earnings¹, part-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Indianapolis, IN, July 1999

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
All	\$8.84	5.6	\$8.47	5.2	\$12.92	15.7
All excluding sales	9.41	6.6	8.98	6.5	12.92	15.7
White collar	10.35	7.5	9.85	6.6	14.24	24.1
White collar excluding sales	13.52	7.8	13.32	6.9	14.24	24.1
Professional specialty and technical	18.19	6.1	17.95	5.2	18.87	15.7
Professional specialty	19.74	6.1	20.07	5.7	19.13	15.3
Health related	21.57	3.4	21.02	4.5	—	—
Registered nurses	20.30	4.0	20.52	4.8	—	—
Teachers, college and university	—	—	—	—	—	—
Teachers, except college and university	—	—	—	—	—	—
Social scientists and urban planners	—	—	—	—	—	—
Social, recreation, and religious workers	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	—	—	—	—	—	—
Technical	14.04	5.3	14.12	5.4	—	—
Executive, administrative, and managerial	—	—	—	—	—	—
Executives, administrators, and managers	—	—	—	—	—	—
Sales	6.85	1.8	6.85	1.8	—	—
Cashiers	6.68	1.6	6.68	1.6	—	—
Administrative support, including clerical	9.62	3.6	9.82	3.9	8.72	6.9
Receptionists	9.46	7.7	9.46	7.7	—	—
Blue collar	8.44	5.1	8.15	5.3	14.04	11.1
Precision production, craft, and repair	—	—	—	—	—	—
Machine operators, assemblers, and inspectors	—	—	—	—	—	—
Transportation and material moving	9.46	9.4	8.37	11.3	—	—
Handlers, equipment cleaners, helpers, and laborers	7.96	7.1	7.97	7.1	—	—
Stock handlers and baggers	6.65	2.7	6.65	2.7	—	—
Laborers, except construction, n.e.c.	7.28	4.7	—	—	—	—
Service	6.90	8.4	6.77	8.9	8.86	3.2
Protective service	—	—	—	—	—	—
Food service	4.78	8.6	4.58	8.7	—	—
Waiters, waitresses, and bartenders	3.58	13.1	3.58	13.1	—	—
Waiters and waitresses	3.00	16.3	3.00	16.3	—	—
Other food service	6.67	7.4	6.38	7.1	—	—
Food preparation, n.e.c.	6.86	5.7	6.46	4.4	—	—
Health service	9.35	6.4	9.30	8.0	—	—
Nursing aides, orderlies and attendants	9.15	5.2	9.04	6.8	—	—
Cleaning and building service	6.73	3.4	6.59	3.0	—	—
Personal service	11.09	17.2	11.09	17.2	—	—
Service, n.e.c.	7.16	9.3	7.16	9.3	—	—

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

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

³ A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

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

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

Table 3-1. Mean weekly earnings¹, full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Indianapolis, IN, July 1999

Occupation ³	Total			Private industry			State and local government		
	Weekly earnings		Mean weekly hours ⁵	Weekly earnings		Mean weekly hours ⁵	Weekly earnings		Mean weekly hours ⁵
	Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)	
All	\$669	2.6	39.6	\$663	3.0	39.8	\$703	2.8	38.6
All excluding sales	657	2.1	39.6	649	2.5	39.8	703	2.8	38.6
White collar	795	3.5	39.4	793	4.1	39.8	805	3.9	37.7
White collar excluding sales	786	2.9	39.4	782	3.5	39.8	805	3.9	37.6
Professional specialty and technical	943	4.5	38.8	922	6.3	39.5	990	4.4	37.2
Professional specialty	1,034	5.1	38.5	1,024	7.8	39.4	1,053	3.9	36.9
Engineers, architects, and surveyors	1,088	3.4	40.0	1,086	3.8	40.0	-	-	-
Civil engineers	1,085	5.2	40.0	-	-	-	-	-	-
Electrical and electronic engineers	1,028	5.7	40.0	1,028	5.7	40.0	-	-	-
Mechanical engineers	894	4.6	40.0	894	4.6	40.0	-	-	-
Engineers, n.e.c.	1,184	6.1	40.0	1,184	6.1	40.0	-	-	-
Mathematical and computer scientists	1,105	8.9	39.1	1,105	8.9	39.1	-	-	-
Computer systems analysts and scientists	1,001	4.1	39.5	1,001	4.1	39.5	-	-	-
Natural scientists	-	-	-	-	-	-	-	-	-
Health related	809	3.6	39.4	823	3.7	39.4	691	6.5	39.6
Registered nurses	786	3.5	39.1	797	3.8	39.0	-	-	-
Teachers, college and university	2,151	16.2	38.8	2,151	16.2	38.8	-	-	-
Teachers, except college and university	1,133	3.6	36.0	972	18.7	38.5	1,141	3.7	35.9
Elementary school teachers	1,155	1.7	37.2	-	-	-	1,162	1.7	37.1
Secondary school teachers	1,145	2.4	38.8	-	-	-	-	-	-
Teachers, n.e.c.	1,173	5.9	33.3	-	-	-	-	-	-
Librarians, archivists, and curators	-	-	-	-	-	-	-	-	-
Social scientists and urban planners	1,032	5.5	38.9	1,032	5.5	38.9	-	-	-
Social, recreation, and religious workers	526	14.1	38.3	437	16.6	37.2	659	15.3	40.0
Social workers	530	14.4	38.3	440	17.3	37.2	659	15.3	40.0
Lawyers and judges	-	-	-	-	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	720	17.8	38.9	707	19.2	38.8	-	-	-
Technical	658	4.1	39.9	686	3.8	39.8	485	7.0	40.2
Clinical laboratory technologists and technicians	615	11.0	39.5	615	11.0	39.5	-	-	-
Licensed practical nurses	547	2.5	39.4	546	2.6	39.3	-	-	-
Health technologists and technicians, n.e.c.	527	3.0	40.4	528	2.9	40.0	-	-	-
Engineering technicians, n.e.c.	690	16.4	40.0	-	-	-	-	-	-
Drafters	737	6.8	40.0	737	6.8	40.0	-	-	-
Computer programmers	672	7.6	40.0	672	7.6	40.0	-	-	-
Technical and related, n.e.c.	673	8.8	40.0	673	8.8	40.0	-	-	-
Executive, administrative, and managerial	1,029	4.0	39.9	1,068	4.2	40.0	778	10.2	39.5
Executives, administrators, and managers	1,163	5.8	39.8	1,189	6.4	39.9	960	13.4	39.3
Administrators and officials, public administration	714	12.8	39.8	-	-	-	714	12.8	39.8
Financial managers	1,276	7.3	40.1	1,276	7.3	40.1	-	-	-
Personnel and labor relations managers	1,618	25.4	39.5	1,618	25.4	39.5	-	-	-
Administrators, education and related fields	1,344	5.5	38.4	1,577	20.9	39.0	-	-	-

See footnotes at end of table.

Table 3-1. Mean weekly earnings¹, full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Indianapolis, IN, July 1999 — Continued

Occupation ³	Total			Private industry			State and local government		
	Weekly earnings		Mean weekly hours ⁵	Weekly earnings		Mean weekly hours ⁵	Weekly earnings		Mean weekly hours ⁵
	Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)	
White collar —Continued									
Executive, administrative, and managerial —Continued									
Executives, administrators, and managers —Continued									
Managers, medicine and health	\$1,017	9.5	39.0	\$1,033	9.7	38.9	—	—	—
Managers and administrators, n.e.c.	1,153	8.0	40.1	1,152	8.0	40.1	—	—	—
Management related	840	5.6	40.1	887	5.5	40.2	\$583	6.4	39.8
Accountants and auditors	872	6.3	40.5	872	6.3	40.5	—	—	—
Other financial officers	919	11.5	39.8	919	11.5	39.8	—	—	—
Personnel, training, and labor relations specialists	782	17.9	40.0	1,132	6.5	40.0	—	—	—
Management related, n.e.c.	775	5.4	40.0	777	5.9	40.0	—	—	—
Sales	866	19.1	39.8	866	19.2	39.8	—	—	—
Supervisors, sales	1,328	25.9	40.7	1,328	25.9	40.7	—	—	—
Sales, other business services	834	23.4	39.3	834	23.8	39.3	—	—	—
Sales workers, other									
commodities	940	48.6	38.6	940	48.6	38.6	—	—	—
Cashiers	312	3.7	36.7	312	3.7	36.7	—	—	—
Administrative support, including clerical	486	2.7	39.5	500	2.9	39.8	396	4.5	37.4
Supervisors, general office	588	4.4	39.6	590	5.2	39.5	—	—	—
Supervisors, financial records processing	754	4.8	40.0	—	—	—	—	—	—
Secretaries	533	5.6	39.6	552	5.4	39.6	460	9.0	39.8
Receptionists	443	4.3	40.0	443	4.3	40.0	—	—	—
Records clerks, n.e.c.	478	9.5	39.4	475	10.7	39.4	—	—	—
Bookkeepers, accounting and auditing clerks	462	4.5	39.9	462	4.6	40.0	—	—	—
Payroll and timekeeping clerks	510	6.3	40.0	495	5.3	40.0	—	—	—
Billing clerks	414	3.6	40.0	—	—	—	—	—	—
Dispatchers	535	4.5	40.0	—	—	—	—	—	—
Production coordinators	863	15.4	40.0	863	15.4	40.0	—	—	—
Traffic, shipping and receiving clerks	431	11.0	40.0	431	11.0	40.0	—	—	—
Investigators and adjusters, except insurance	497	8.6	40.0	—	—	—	—	—	—
General office clerks	443	7.3	39.7	477	7.4	39.8	—	—	—
Data entry keyers	449	6.5	40.0	449	6.5	40.0	—	—	—
Teachers' aides	296	5.0	32.9	—	—	—	296	5.0	32.9
Administrative support, n.e.c.	496	7.6	38.7	508	7.9	39.0	—	—	—
Blue collar	598	2.2	40.0	600	2.3	40.0	556	6.2	39.6
Precision production, craft, and repair	774	2.9	40.2	789	2.9	40.2	580	11.7	40.0
Supervisors, mechanics and repairers	996	9.0	40.0	—	—	—	—	—	—
Automobile mechanics	806	8.7	41.3	812	9.1	41.4	—	—	—
Bus, truck, and stationary engine mechanics	627	6.1	40.0	627	6.1	40.0	—	—	—
Industrial machinery repairers	893	5.9	40.0	893	5.9	40.0	—	—	—
Millwrights	929	4.6	40.0	—	—	—	—	—	—
Mechanics and repairers, n.e.c.	773	9.1	40.0	772	9.4	40.0	—	—	—
Supervisors, electricians and power transmission installers	1,131	1.3	40.0	1,131	1.3	40.0	—	—	—

See footnotes at end of table.

Table 3-1. Mean weekly earnings¹, full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Indianapolis, IN, July 1999 — Continued

Occupation ³	Total			Private industry			State and local government		
	Weekly earnings		Mean weekly hours ⁵	Weekly earnings		Mean weekly hours ⁵	Weekly earnings		Mean weekly hours ⁵
	Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)	
Blue collar —Continued									
Precision production, craft, and repair —Continued									
Supervisors, construction trades, n.e.c.	\$1,033	5.0	43.1	\$1,033	5.0	43.1	—	—	—
Electricians	877	10.2	40.0	877	10.2	40.0	—	—	—
Supervisors, production	742	4.5	40.3	742	4.5	40.3	—	—	—
Machinists	694	13.5	40.0	694	13.5	40.0	—	—	—
Butchers and meat cutters	496	3.6	39.8	496	3.6	39.8	—	—	—
Machine operators, assemblers, and inspectors	552	3.0	40.0	552	3.1	40.0	—	—	—
Grinding, abrading, buffing, and polishing machine operators	590	13.4	40.0	590	13.4	40.0	—	—	—
Numerical control machine operators	483	5.0	40.0	483	5.0	40.0	—	—	—
Fabricating machine operators, n.e.c.	474	13.3	40.0	474	13.3	40.0	—	—	—
Molding and casting machine operators	401	5.8	39.6	401	5.8	39.6	—	—	—
Printing press operators	701	9.5	39.9	701	9.5	39.9	—	—	—
Packaging and filling machine operators	583	13.5	40.0	583	13.5	40.0	—	—	—
Mixing and blending machine operators	477	8.8	40.0	477	8.8	40.0	—	—	—
Miscellaneous machine operators, n.e.c.	486	5.7	40.0	486	5.7	40.0	—	—	—
Welders and cutters	558	9.5	40.3	558	9.5	40.3	—	—	—
Assemblers	483	7.3	40.0	483	7.3	40.0	—	—	—
Production inspectors, checkers and examiners ...	495	13.5	40.0	495	13.5	40.0	—	—	—
Transportation and material moving	570	4.3	40.4	571	4.7	40.5	\$567	4.7	38.6
Truck drivers	578	7.8	41.2	580	8.1	41.3	—	—	—
Industrial truck and tractor equipment operators	580	8.1	40.0	576	8.3	40.0	—	—	—
Miscellaneous material moving equipment operators, n.e.c.	532	11.5	40.0	532	11.5	40.0	—	—	—
Handlers, equipment cleaners, helpers, and laborers	434	5.2	39.4	432	5.4	39.4	472	13.0	40.0
Construction laborers	561	6.6	40.0	561	6.6	40.0	—	—	—
Production helpers	386	12.0	40.0	371	12.0	40.0	—	—	—
Stock handlers and baggers ...	419	8.9	39.2	418	9.1	39.2	—	—	—
Freight, stock, and material handlers, n.e.c.	508	13.3	38.8	508	13.3	38.8	—	—	—
Hand packers and packagers	371	5.5	40.0	371	5.5	40.0	—	—	—
Laborers, except construction, n.e.c.	409	11.8	39.2	400	13.2	39.1	—	—	—
Service	403	3.9	39.4	339	4.5	39.0	551	5.4	40.3
Protective service	595	6.5	41.8	422	12.4	40.0	650	5.3	42.3
Firefighting	750	2.8	53.0	—	—	—	750	2.8	53.0
Police and detectives, public service	723	2.7	40.0	—	—	—	723	2.7	40.0
Guards and police, except public service	413	12.0	39.8	411	13.3	40.0	—	—	—
Food service	271	7.9	37.4	269	8.8	38.1	284	10.0	31.5

See footnotes at end of table.

Table 3-1. Mean weekly earnings¹, full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Indianapolis, IN, July 1999 — Continued

Occupation ³	Total			Private industry			State and local government		
	Weekly earnings		Mean weekly hours ⁵	Weekly earnings		Mean weekly hours ⁵	Weekly earnings		Mean weekly hours ⁵
	Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)	
Service—Continued									
Food service—Continued									
Waiters, waitresses, and bartenders	\$144	12.1	37.4	\$144	12.1	37.4	—	—	—
Waiters and waitresses	126	12.5	37.7	126	12.5	37.7	—	—	—
Other food service	332	8.2	37.3	341	9.1	38.5	\$284	10.0	31.5
Supervisors, food preparation and service	496	19.8	38.2	503	21.5	38.5	—	—	—
Cooks	327	4.6	38.2	331	4.8	38.4	—	—	—
Food preparation, n.e.c.	260	4.9	35.7	265	4.6	39.1	—	—	—
Health service	367	2.9	39.1	367	3.0	39.1	—	—	—
Health aides, except nursing ..	419	3.1	39.6	423	3.1	39.8	—	—	—
Nursing aides, orderlies and attendants	326	2.3	38.7	326	2.3	38.7	—	—	—
Cleaning and building service	396	7.1	39.8	380	9.3	39.8	444	4.6	39.9
Maids and housemen	283	2.7	39.5	283	2.7	39.5	—	—	—
Janitors and cleaners	416	8.0	39.9	402	11.5	40.0	445	5.0	39.9
Personal service	376	5.7	38.4	375	6.8	38.8	—	—	—
Service, n.e.c.	368	9.4	37.3	336	8.4	37.8	—	—	—

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

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

³ A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

⁴ The relative standard error (RSE) is the standard error expressed as a

percent of the estimate. It can be used to calculate a "confidence interval" around a sample estimate. For more information about RSEs, see appendix A.

⁵ 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, and n.e.c. means not elsewhere classified. Overall occupational groups may include data for categories not shown separately. IN THIS SURVEY, THE NONRESPONSE RATE FOR ALL INDUSTRIES AND PRIVATE INDUSTRY EXCEEDED REGULAR SURVEY STANDARDS FOR PUBLICATION. ACCORDINGLY, USERS SHOULD INTERPRET THESE RESULTS WITH THIS LIMITATION IN MIND.

Table 3-2. Mean annual earnings¹, full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Indianapolis, IN, July 1999

Occupation ³	Total			Private industry			State and local government		
	Annual earnings		Mean annual hours ⁵	Annual earnings		Mean annual hours ⁵	Annual earnings		Mean annual hours ⁵
	Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)	
All	\$34,061	2.6	2,017	\$34,403	3.0	2,065	\$32,302	2.8	1,774
All excluding sales	33,432	2.1	2,014	33,669	2.5	2,064	32,289	2.8	1,774
White collar	39,877	3.5	1,976	41,085	4.1	2,060	35,102	3.9	1,643
White collar excluding sales	39,260	2.9	1,965	40,477	3.5	2,059	35,087	3.9	1,642
Professional specialty and technical	45,070	4.5	1,855	47,541	6.3	2,038	40,688	4.4	1,530
Professional specialty	48,171	5.1	1,792	52,565	7.8	2,024	42,172	3.9	1,476
Engineers, architects, and surveyors	56,571	3.4	2,079	56,433	3.8	2,079	-	-	-
Civil engineers	56,398	5.2	2,080	-	-	-	-	-	-
Electrical and electronic engineers	53,442	5.7	2,080	53,442	5.7	2,080	-	-	-
Mechanical engineers	46,491	4.6	2,080	46,491	4.6	2,080	-	-	-
Engineers, n.e.c.	61,586	6.1	2,080	61,586	6.1	2,080	-	-	-
Mathematical and computer scientists	57,444	8.9	2,032	57,444	8.9	2,032	-	-	-
Computer systems analysts and scientists	52,045	4.1	2,055	52,045	4.1	2,055	-	-	-
Natural scientists	-	-	-	-	-	-	-	-	-
Health related	41,751	3.6	2,031	42,781	3.7	2,046	33,303	6.5	1,909
Registered nurses	40,413	3.5	2,010	41,442	3.8	2,030	-	-	-
Teachers, college and university	97,195	16.2	1,751	97,195	16.2	1,751	-	-	-
Teachers, except college and university	42,991	3.6	1,366	41,439	18.7	1,640	43,054	3.7	1,355
Elementary school teachers	42,904	1.7	1,381	-	-	-	43,232	1.7	1,380
Secondary school teachers	42,846	2.4	1,452	-	-	-	-	-	-
Teachers, n.e.c.	44,014	5.9	1,250	-	-	-	-	-	-
Librarians, archivists, and curators	-	-	-	-	-	-	-	-	-
Social scientists and urban planners	53,660	5.5	2,022	53,660	5.5	2,022	-	-	-
Social, recreation, and religious workers	26,720	14.1	1,946	22,704	16.6	1,934	32,351	15.3	1,964
Social workers	26,924	14.4	1,946	22,899	17.3	1,934	32,351	15.3	1,964
Lawyers and judges	-	-	-	-	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	37,426	17.8	2,024	36,784	19.2	2,020	-	-	-
Technical	34,199	4.1	2,074	35,689	3.8	2,071	25,220	7.0	2,090
Clinical laboratory technologists and technicians	31,987	11.0	2,052	31,987	11.0	2,052	-	-	-
Licensed practical nurses	28,431	2.5	2,046	28,415	2.6	2,045	-	-	-
Health technologists and technicians, n.e.c.	27,391	3.0	2,099	27,479	2.9	2,078	-	-	-
Engineering technicians, n.e.c.	35,903	16.4	2,080	-	-	-	-	-	-
Drafters	38,305	6.8	2,080	38,305	6.8	2,080	-	-	-
Computer programmers	34,969	7.6	2,080	34,969	7.6	2,080	-	-	-
Technical and related, n.e.c.	34,984	8.8	2,080	34,984	8.8	2,080	-	-	-
Executive, administrative, and managerial	53,190	4.0	2,064	55,225	4.2	2,069	39,980	10.2	2,032
Executives, administrators, and managers	60,236	5.8	2,062	61,783	6.4	2,071	48,817	13.4	1,995
Administrators and officials, public administration	37,124	12.8	2,072	-	-	-	37,124	12.8	2,072
Financial managers	66,356	7.3	2,084	66,356	7.3	2,084	-	-	-
Personnel and labor relations managers	84,111	25.4	2,055	84,111	25.4	2,055	-	-	-
Administrators, education and related fields	65,445	5.5	1,869	74,124	20.9	1,832	-	-	-

See footnotes at end of table.

Table 3-2. Mean annual earnings¹, full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Indianapolis, IN, July 1999 — Continued

Occupation ³	Total			Private industry			State and local government		
	Annual earnings		Mean annual hours ⁵	Annual earnings		Mean annual hours ⁵	Annual earnings		Mean annual hours ⁵
	Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)	
White collar —Continued									
Executive, administrative, and managerial —Continued									
Executives, administrators, and managers —Continued									
Managers, medicine and health	\$52,868	9.5	2,027	\$53,713	9.7	2,025	—	—	—
Managers and administrators, n.e.c.	59,957	8.0	2,083	59,908	8.0	2,083	—	—	—
Management related	43,251	5.6	2,067	45,601	5.5	2,067	\$30,291	6.4	2,072
Accountants and auditors	43,329	6.3	2,012	43,329	6.3	2,012	—	—	—
Other financial officers	47,772	11.5	2,070	47,772	11.5	2,070	—	—	—
Personnel, training, and labor relations specialists	40,642	17.9	2,080	58,875	6.5	2,080	—	—	—
Management related, n.e.c.	40,288	5.4	2,082	40,393	5.9	2,083	—	—	—
Sales	45,036	19.1	2,067	45,043	19.2	2,067	—	—	—
Supervisors, sales	69,077	25.9	2,119	69,077	25.9	2,119	—	—	—
Sales, other business services	43,370	23.4	2,045	43,375	23.8	2,044	—	—	—
Sales workers, other commodities	48,861	48.6	2,008	48,861	48.6	2,008	—	—	—
Cashiers	16,229	3.7	1,908	16,229	3.7	1,908	—	—	—
Administrative support, including clerical									
Supervisors, general office	30,550	4.4	2,058	30,686	5.2	2,054	—	—	—
Supervisors, financial records processing	39,196	4.8	2,080	—	—	—	—	—	—
Secretaries	27,460	5.6	2,041	28,708	5.4	2,059	22,824	9.0	1,975
Receptionists	23,028	4.3	2,079	23,028	4.3	2,079	—	—	—
Records clerks, n.e.c.	24,840	9.5	2,050	24,718	10.7	2,051	—	—	—
Bookkeepers, accounting and auditing clerks	24,008	4.5	2,074	24,023	4.6	2,079	—	—	—
Payroll and timekeeping clerks	26,523	6.3	2,080	25,717	5.3	2,080	—	—	—
Billing clerks	21,544	3.6	2,080	—	—	—	—	—	—
Dispatchers	27,819	4.5	2,080	—	—	—	—	—	—
Production coordinators	44,887	15.4	2,080	44,887	15.4	2,080	—	—	—
Traffic, shipping and receiving clerks	22,393	11.0	2,077	22,393	11.0	2,077	—	—	—
Investigators and adjusters, except insurance	25,857	8.6	2,080	—	—	—	—	—	—
General office clerks	22,859	7.3	2,046	24,786	7.4	2,069	—	—	—
Data entry keyers	23,364	6.5	2,080	23,364	6.5	2,080	—	—	—
Teachers' aides	10,807	5.0	1,200	—	—	—	10,807	5.0	1,200
Administrative support, n.e.c.	25,789	7.6	2,011	26,399	7.9	2,029	—	—	—
Blue collar	31,053	2.2	2,077	31,200	2.3	2,081	28,040	6.2	1,995
Precision production, craft, and repair									
Supervisors, mechanics and repairers	51,799	9.0	2,080	—	—	—	—	—	—
Automobile mechanics	41,921	8.7	2,146	42,202	9.1	2,151	—	—	—
Bus, truck, and stationary engine mechanics	32,582	6.1	2,080	32,582	6.1	2,080	—	—	—
Industrial machinery repairers	46,442	5.9	2,080	46,442	5.9	2,080	—	—	—
Millwrights	48,317	4.6	2,080	—	—	—	—	—	—
Mechanics and repairers, n.e.c.	40,182	9.1	2,080	40,139	9.4	2,080	—	—	—
Supervisors, electricians and power transmission installers	58,822	1.3	2,080	58,822	1.3	2,080	—	—	—

See footnotes at end of table.

Table 3-2. Mean annual earnings¹, full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Indianapolis, IN, July 1999 — Continued

Occupation ³	Total			Private industry			State and local government		
	Annual earnings		Mean annual hours ⁵	Annual earnings		Mean annual hours ⁵	Annual earnings		Mean annual hours ⁵
	Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)	
Blue collar —Continued									
Precision production, craft, and repair —Continued									
Supervisors, construction trades, n.e.c.	\$53,704	5.0	2,241	\$53,704	5.0	2,241	—	—	—
Electricians	45,596	10.2	2,080	45,596	10.2	2,080	—	—	—
Supervisors, production	38,575	4.5	2,097	38,575	4.5	2,097	—	—	—
Machinists	36,075	13.5	2,080	36,075	13.5	2,080	—	—	—
Butchers and meat cutters	25,779	3.6	2,072	25,779	3.6	2,072	—	—	—
Machine operators, assemblers, and inspectors	28,704	3.0	2,080	28,687	3.1	2,080	—	—	—
Grinding, abrading, buffing, and polishing machine operators	30,659	13.4	2,080	30,659	13.4	2,080	—	—	—
Numerical control machine operators	25,120	5.0	2,080	25,120	5.0	2,080	—	—	—
Fabricating machine operators, n.e.c.	24,611	13.3	2,078	24,611	13.3	2,078	—	—	—
Molding and casting machine operators	20,862	5.8	2,057	20,862	5.8	2,057	—	—	—
Printing press operators	36,439	9.5	2,076	36,439	9.5	2,076	—	—	—
Packaging and filling machine operators	30,300	13.5	2,080	30,300	13.5	2,080	—	—	—
Mixing and blending machine operators	24,786	8.8	2,080	24,786	8.8	2,080	—	—	—
Miscellaneous machine operators, n.e.c.	25,262	5.7	2,080	25,262	5.7	2,080	—	—	—
Welders and cutters	28,997	9.5	2,098	28,997	9.5	2,098	—	—	—
Assemblers	25,107	7.3	2,078	25,107	7.3	2,078	—	—	—
Production inspectors, checkers and examiners ...	25,729	13.5	2,080	25,729	13.5	2,080	—	—	—
Transportation and material moving	29,403	4.3	2,081	29,671	4.7	2,108	\$26,680	4.7	1,814
Truck drivers	30,077	7.8	2,142	30,185	8.1	2,146	—	—	—
Industrial truck and tractor equipment operators	30,143	8.1	2,080	29,930	8.3	2,080	—	—	—
Miscellaneous material moving equipment operators, n.e.c.	27,656	11.5	2,080	27,656	11.5	2,080	—	—	—
Handlers, equipment cleaners, helpers, and laborers	22,565	5.2	2,049	22,484	5.4	2,048	24,456	13.0	2,072
Construction laborers	29,175	6.6	2,080	29,175	6.6	2,080	—	—	—
Production helpers	20,092	12.0	2,080	19,301	12.0	2,080	—	—	—
Stock handlers and baggers ...	21,809	8.9	2,040	21,736	9.1	2,039	—	—	—
Freight, stock, and material handlers, n.e.c.	26,400	13.3	2,016	26,400	13.3	2,016	—	—	—
Hand packers and packagers	19,262	5.5	2,079	19,262	5.5	2,079	—	—	—
Laborers, except construction, n.e.c.	21,237	11.8	2,039	20,795	13.2	2,035	—	—	—
Service	20,638	3.9	2,018	17,640	4.5	2,026	27,327	5.4	2,000
Protective service	30,956	6.5	2,171	21,937	12.4	2,080	33,821	5.3	2,200
Firefighting	38,983	2.8	2,756	—	—	—	38,983	2.8	2,756
Police and detectives, public service	37,577	2.7	2,080	—	—	—	37,577	2.7	2,080
Guards and police, except public service	21,468	12.0	2,067	21,390	13.3	2,080	—	—	—
Food service	13,599	7.9	1,875	14,006	8.8	1,981	11,115	10.0	1,230

See footnotes at end of table.

Table 3-2. Mean annual earnings¹, full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Indianapolis, IN, July 1999 — Continued

Occupation ³	Total			Private industry			State and local government		
	Annual earnings		Mean annual hours ⁵	Annual earnings		Mean annual hours ⁵	Annual earnings		Mean annual hours ⁵
	Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)	
Service—Continued									
Food service—Continued									
Waiters, waitresses, and bartenders	\$7,488	12.1	1,947	\$7,488	12.1	1,947	—	—	—
Waiters and waitresses	6,555	12.5	1,958	6,555	12.5	1,958	—	—	—
Other food service	16,364	8.2	1,843	17,713	9.1	2,000	\$11,115	10.0	1,230
Supervisors, food preparation and service	24,603	19.8	1,894	26,154	21.5	2,005	—	—	—
Cooks	16,862	4.6	1,969	17,196	4.8	1,999	—	—	—
Food preparation, n.e.c.	11,926	4.9	1,638	13,799	4.6	2,031	—	—	—
Health service	19,102	2.9	2,033	19,095	3.0	2,036	—	—	—
Health aides, except nursing ..	21,804	3.1	2,059	22,012	3.1	2,068	—	—	—
Nursing aides, orderlies and attendants	16,966	2.3	2,012	16,966	2.3	2,012	—	—	—
Cleaning and building service	20,563	7.1	2,071	19,759	9.3	2,071	23,065	4.6	2,070
Maids and housemen	14,707	2.7	2,055	14,707	2.7	2,055	—	—	—
Janitors and cleaners	21,600	8.0	2,075	20,908	11.5	2,078	23,104	5.0	2,069
Personal service	18,656	5.7	1,905	19,490	6.8	2,016	—	—	—
Service, n.e.c.	17,990	9.4	1,827	17,489	8.4	1,967	—	—	—

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

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

³ A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

⁴ The relative standard error (RSE) is the standard error expressed as a

percent of the estimate. It can be used to calculate a "confidence interval" around a sample estimate. For more information about RSEs, see appendix A.

⁵ Mean annual hours are the hours an employee is scheduled to work in a year, exclusive of overtime.

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

Table 4-1. Selected occupations¹ and levels,² all workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Indianapolis, IN, July 1999

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
All	\$16.18	2.5	\$15.90	3.0	\$17.92	2.8
All excluding sales	16.07	2.1	15.74	2.4	17.92	2.8
White collar	19.37	3.4	19.05	4.1	20.96	3.9
1	7.68	7.6	7.10	9.6	8.87	3.5
2	9.03	2.3	9.17	2.5	8.09	2.0
3	9.43	5.1	9.43	5.6	9.49	5.3
4	12.86	8.4	13.01	9.0	11.27	4.9
5	13.67	2.6	13.91	2.5	12.15	7.5
6	14.12	3.3	14.38	3.5	12.25	2.9
7	16.78	2.4	17.28	2.7	15.27	2.7
8	21.43	4.7	21.14	3.4	23.18	22.8
9	26.67	3.1	24.39	4.6	30.26	3.5
10	38.03	15.0	38.36	15.2	—	—
11	30.92	2.8	30.77	3.0	—	—
12	32.09	12.0	32.02	12.1	—	—
13	52.46	12.9	52.46	12.9	—	—
14	55.05	5.5	55.05	5.5	—	—
Not able to be leveled	24.63	19.0	24.52	19.6	—	—
White collar excluding sales	19.65	2.8	19.34	3.4	20.96	3.9
1	8.90	4.0	9.00	12.2	8.87	3.5
2	9.35	2.6	9.56	2.9	8.09	2.0
3	10.21	6.3	10.32	7.2	9.49	5.3
4	11.87	2.8	11.95	3.0	11.27	4.9
5	13.83	2.7	14.12	2.5	12.15	7.5
6	14.02	3.5	14.29	3.8	12.25	2.9
7	16.78	2.4	17.36	2.6	15.27	2.7
8	20.95	5.0	20.53	3.0	23.27	23.5
9	26.12	2.6	23.28	3.2	30.26	3.5
10	26.79	2.1	26.77	2.2	—	—
11	31.16	2.6	31.03	2.8	—	—
12	31.76	12.0	31.69	12.1	—	—
13	52.46	12.9	52.46	12.9	—	—
14	55.05	5.5	55.05	5.5	—	—
Not able to be leveled	25.52	19.3	25.43	19.9	—	—
Professional specialty and technical	23.93	4.2	22.99	5.8	26.17	4.8
Professional specialty	26.45	4.7	25.63	7.1	28.00	4.3
5	13.44	8.0	14.46	9.3	12.59	12.6
6	13.23	15.7	13.34	17.6	—	—
7	16.43	4.1	16.75	4.8	15.88	6.1
8	20.84	10.5	19.38	2.9	—	—
9	27.16	2.9	22.63	2.4	31.08	3.5
10	27.23	2.8	27.23	2.8	—	—
11	29.79	2.6	29.85	2.7	—	—
12	38.82	6.2	38.82	6.2	—	—
Engineers, architects, and surveyors	27.20	3.4	27.14	3.8	—	—
8	20.56	4.2	20.56	4.2	—	—
9	26.36	3.5	25.85	4.0	—	—
11	30.21	5.3	30.48	5.3	—	—
Civil engineers	27.11	5.2	—	—	—	—
Electrical and electronic engineers	25.69	5.7	25.69	5.7	—	—
Mechanical engineers	22.35	4.6	22.35	4.6	—	—
Engineers, n.e.c.	29.61	6.1	29.61	6.1	—	—
Mathematical and computer scientists	28.26	9.5	28.26	9.5	—	—
9	25.18	4.0	25.18	4.0	—	—
11	30.57	1.9	30.57	1.9	—	—
Computer systems analysts and scientists	25.33	3.7	25.33	3.7	—	—
9	25.54	4.4	25.54	4.4	—	—
11	29.69	.9	29.69	.9	—	—
Natural scientists	—	—	—	—	—	—
Health related	20.75	3.0	20.93	3.2	19.69	9.0
8	18.16	1.4	18.26	1.4	—	—
9	20.42	3.5	20.89	3.6	18.22	6.0
11	28.32	4.3	27.63	5.3	—	—
Registered nurses	20.14	2.6	20.43	2.9	18.45	4.8

See footnotes at end of table.

Table 4-1. Selected occupations¹ and levels,² all workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Indianapolis, IN, July 1999 — Continued

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
White collar –Continued						
Professional specialty and technical –Continued						
Professional specialty –Continued						
Health related –Continued						
Registered nurses –Continued						
8	\$18.43	1.2	\$18.43	1.2	–	–
9	19.83	2.2	20.29	2.3	\$18.45	4.8
Physical therapists	24.17	4.2	–	–	–	–
Teachers, college and university	55.28	14.3	55.28	14.3	–	–
Teachers, except college and university	31.00	4.1	25.26	18.5	31.28	4.2
9	32.82	3.0	25.22	3.5	33.01	3.0
Elementary school teachers	31.07	2.4	–	–	31.32	2.4
9	30.70	3.1	–	–	–	–
Secondary school teachers	29.61	2.7	–	–	29.65	2.8
9	29.61	2.7	–	–	29.65	2.8
Teachers, n.e.c.	35.21	3.9	–	–	–	–
Librarians, archivists, and curators	–	–	–	–	–	–
Social scientists and urban planners	26.09	6.9	26.09	6.9	–	–
Psychologists	25.78	10.7	25.78	10.7	–	–
Social, recreation, and religious workers	13.68	11.8	11.80	13.0	16.36	15.1
6	9.73	10.1	–	–	–	–
Social workers	13.86	12.3	11.90	14.1	16.48	15.3
6	9.76	10.8	–	–	–	–
Lawyers and judges	–	–	–	–	–	–
Writers, authors, entertainers, athletes, and professionals, n.e.c.	18.30	16.5	18.02	17.7	–	–
Technical	16.33	4.0	17.00	3.8	12.07	6.8
3	9.61	7.1	–	–	–	–
4	13.81	10.0	–	–	–	–
5	13.46	6.8	14.49	3.8	–	–
6	13.74	4.2	14.21	4.1	–	–
7	17.22	4.3	17.30	4.4	–	–
8	20.99	5.6	21.11	5.9	–	–
Clinical laboratory technologists and technicians	15.60	9.8	15.60	9.8	–	–
Licensed practical nurses	14.14	2.3	14.15	2.3	–	–
6	13.28	2.4	13.23	2.6	–	–
7	14.60	2.6	14.60	2.6	–	–
Health technologists and technicians, n.e.c.	12.94	2.4	13.09	2.4	–	–
Engineering technicians, n.e.c.	17.26	16.4	–	–	–	–
Drafters	18.42	6.8	18.42	6.8	–	–
Computer programmers	16.81	7.6	16.81	7.6	–	–
Technical and related, n.e.c.	16.82	8.8	16.82	8.8	–	–
Executive, administrative, and managerial	25.74	3.9	26.66	4.0	19.68	10.5
5	15.24	5.4	15.54	4.8	–	–
6	13.61	5.9	14.65	3.3	–	–
7	16.52	4.8	17.79	5.3	–	–
8	20.25	5.6	20.34	5.6	–	–
9	23.78	6.2	23.91	7.1	23.09	10.7
10	27.03	1.3	26.99	1.4	–	–
11	32.20	3.7	31.97	4.1	–	–
12	29.36	12.2	29.23	12.1	–	–
13	55.03	14.4	55.03	14.4	–	–
Executives, administrators, and managers	29.15	5.8	29.76	6.4	24.47	13.9
7	15.52	6.5	–	–	–	–
8	22.74	7.6	22.74	7.6	–	–
9	25.70	11.0	25.98	13.8	24.80	12.6
10	27.62	2.8	27.68	3.3	–	–
11	31.49	2.9	31.06	2.9	–	–
12	29.30	12.5	29.17	12.4	–	–
13	55.03	14.4	55.03	14.4	–	–
Administrators and officials, public administration	17.92	12.9	–	–	17.92	12.9
Financial managers	31.84	6.7	31.84	6.7	–	–
Personnel and labor relations managers	40.93	25.0	40.93	25.0	–	–

See footnotes at end of table.

Table 4-1. Selected occupations¹ and levels,² all workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Indianapolis, IN, July 1999 — Continued

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
White collar —Continued						
Executive, administrative, and managerial —Continued						
Executives, administrators, and managers —Continued						
Administrators, education and related fields	\$35.01	5.2	\$40.45	22.2	—	—
Managers, medicine and health	26.08	10.1	26.52	10.4	—	—
Managers and administrators, n.e.c.	28.79	7.9	28.77	8.0	—	—
9	31.66	21.3	31.66	21.3	—	—
Management related	20.92	5.3	22.07	5.0	\$14.62	6.4
6	13.60	6.4	14.76	3.6	—	—
7	17.00	5.9	18.25	6.4	—	—
8	19.10	5.9	19.20	6.0	—	—
9	21.98	4.1	22.29	4.3	—	—
11	33.92	6.5	33.92	6.5	—	—
Accountants and auditors	21.53	6.5	21.53	6.5	—	—
9	23.12	5.1	23.12	5.1	—	—
Other financial officers	23.08	10.5	23.08	10.5	—	—
Personnel, training, and labor relations specialists	19.54	17.9	28.31	6.5	—	—
Management related, n.e.c.	19.35	5.2	19.40	5.6	—	—
6	14.76	3.6	14.76	3.6	—	—
8	21.89	6.3	21.89	6.3	—	—
9	22.10	7.1	—	—	—	—
Sales	17.63	19.1	17.63	19.2	—	—
1	6.74	10.1	6.74	10.1	—	—
2	7.15	4.0	7.15	4.0	—	—
3	7.91	3.8	7.91	3.8	—	—
4	16.47	24.2	16.47	24.2	—	—
5	11.66	6.6	11.66	6.6	—	—
6	15.36	4.2	15.36	4.2	—	—
8	25.09	13.2	25.29	13.8	—	—
9	38.39	16.2	38.39	16.2	—	—
Supervisors, sales	31.50	26.7	31.50	26.7	—	—
Sales, other business services	21.21	22.9	21.22	23.3	—	—
Sales workers, other commodities	17.09	47.0	17.09	47.0	—	—
Cashiers	7.46	1.4	7.46	1.4	—	—
2	7.13	4.5	7.13	4.5	—	—
3	7.38	2.0	7.38	2.0	—	—
Sales support, n.e.c.	12.38	14.8	12.38	14.8	—	—
Administrative support, including clerical	12.13	2.6	12.38	2.8	10.41	3.6
1	8.90	4.0	9.00	12.2	8.87	3.5
2	9.35	2.6	9.56	2.9	8.09	2.0
3	10.24	6.7	10.36	7.5	9.50	5.5
4	11.90	2.9	12.00	3.1	11.00	4.9
5	13.81	3.1	13.81	3.4	13.87	5.1
6	14.59	4.0	14.62	4.1	—	—
7	17.00	4.5	17.44	5.1	15.63	6.9
8	23.54	8.8	23.54	8.8	—	—
Not able to be leveled	13.69	6.5	13.69	6.5	—	—
Supervisors, general office	14.84	4.3	14.94	5.1	—	—
Supervisors, financial records processing	18.84	4.8	—	—	—	—
Secretaries	13.43	5.5	13.91	5.1	11.56	9.2
4	11.62	6.2	12.26	7.2	—	—
5	15.03	5.9	15.09	6.0	—	—
Transportation ticket and reservation agents	13.04	14.0	13.04	14.0	—	—
Receptionists	10.95	4.1	10.95	4.1	—	—
3	9.86	2.4	9.86	2.4	—	—
Library clerks	12.52	10.7	—	—	—	—
Records clerks, n.e.c.	12.12	9.4	12.05	10.6	—	—
3	9.91	3.0	—	—	—	—
Bookkeepers, accounting and auditing clerks	11.62	4.4	11.60	4.5	—	—
3	10.41	6.0	10.41	6.0	—	—

See footnotes at end of table.

Table 4-1. Selected occupations¹ and levels,² all workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Indianapolis, IN, July 1999 — Continued

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
White collar —Continued						
Administrative support, including clerical —Continued						
Bookkeepers, accounting and auditing clerks —Continued						
4	\$9.93	4.8	\$9.93	4.8	—	—
5	14.29	4.1	14.42	4.1	—	—
Payroll and timekeeping clerks	12.75	6.3	12.36	5.3	—	—
Billing clerks	10.33	3.6	10.55	3.0	—	—
Dispatchers	13.37	4.5	—	—	—	—
Production coordinators	21.58	15.4	21.58	15.4	—	—
Traffic, shipping and receiving clerks	10.68	7.7	10.68	7.7	—	—
Stock and inventory clerks	12.25	9.7	12.16	10.4	—	—
Insurance adjusters, examiners, and investigators	12.33	1.4	12.33	1.4	—	—
Investigators and adjusters, except insurance	12.54	7.3	12.22	8.1	—	—
General office clerks	11.05	7.1	11.88	7.2	\$8.45	3.0
2	8.46	5.4	—	—	—	—
3	9.28	4.7	9.82	4.4	—	—
4	11.50	4.3	11.50	4.3	—	—
Data entry keyers	11.08	6.5	11.08	6.5	—	—
Teachers' aides	8.95	2.9	—	—	8.95	2.9
1	9.01	3.2	—	—	9.01	3.2
Administrative support, n.e.c.	12.72	6.8	12.89	7.2	—	—
3	9.99	3.4	10.15	3.5	—	—
4	10.55	2.8	—	—	—	—
5	13.42	6.4	13.55	6.9	—	—
Blue collar	14.59	2.0	14.62	2.1	14.06	5.9
1	7.48	3.7	7.49	3.8	—	—
2	10.03	3.9	10.03	3.9	—	—
3	14.94	3.7	15.04	3.9	12.38	6.6
4	13.35	2.9	13.32	3.1	13.59	8.4
5	13.78	2.5	13.76	2.6	—	—
6	17.35	5.9	17.83	5.0	—	—
7	21.51	2.2	21.57	2.2	19.04	5.8
8	22.79	4.4	22.79	4.4	—	—
9	24.59	5.0	24.76	5.1	—	—
Precision production, craft, and repair	19.22	2.9	19.58	2.9	14.50	11.7
3	12.03	13.0	11.96	14.8	—	—
4	11.41	4.9	12.04	3.5	—	—
5	13.74	2.3	13.78	2.3	—	—
6	16.97	9.5	18.00	7.9	—	—
7	21.51	2.3	21.58	2.3	19.04	5.8
8	22.73	4.4	22.73	4.4	—	—
9	25.45	4.4	25.68	4.4	—	—
Supervisors, mechanics and repairers	24.90	9.0	—	—	—	—
Automobile mechanics	19.53	9.5	19.62	10.0	—	—
7	20.11	10.1	20.01	10.8	—	—
Bus, truck, and stationary engine mechanics	15.66	6.1	15.66	6.1	—	—
Industrial machinery repairers	22.33	5.9	22.33	5.9	—	—
7	23.36	5.1	23.36	5.1	—	—
Millwrights	23.23	4.6	—	—	—	—
7	23.23	4.6	—	—	—	—
Mechanics and repairers, n.e.c.	19.20	9.0	19.17	9.3	—	—
7	21.78	7.2	21.78	7.2	—	—
Supervisors, electricians and power transmission installers	28.28	1.3	28.28	1.3	—	—
Supervisors, construction trades, n.e.c.	23.96	7.1	23.96	7.1	—	—
Electricians	21.92	10.2	21.92	10.2	—	—
7	22.02	8.8	22.02	8.8	—	—
Supervisors, production	18.39	4.3	18.39	4.3	—	—
7	18.17	3.8	18.17	3.8	—	—
Machinists	17.34	13.5	17.34	13.5	—	—

See footnotes at end of table.

Table 4-1. Selected occupations¹ and levels,² all workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Indianapolis, IN, July 1999 — Continued

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Blue collar —Continued						
Precision production, craft, and repair —Continued						
Butchers and meat cutters	\$12.44	3.5	\$12.44	3.5	—	—
5	12.99	2.9	12.99	2.9	—	—
Machine operators, assemblers, and inspectors						
1	13.73	3.0	13.72	3.0	—	—
2	8.34	4.9	8.34	4.9	—	—
3	10.00	6.7	10.00	6.7	—	—
4	16.42	5.5	16.42	5.5	—	—
5	13.74	6.0	13.74	6.0	—	—
6	12.96	1.8	12.90	1.8	—	—
6	17.30	6.9	17.30	6.9	—	—
Grinding, abrading, buffing, and polishing						
machine operators	14.74	13.4	14.74	13.4	—	—
Numerical control machine operators	12.08	5.0	12.08	5.0	—	—
Fabricating machine operators, n.e.c.	11.85	13.2	11.85	13.2	—	—
Molding and casting machine operators	10.14	5.3	10.14	5.3	—	—
Printing press operators	17.55	9.5	17.55	9.5	—	—
Packaging and filling machine operators	14.32	13.3	14.32	13.3	—	—
Mixing and blending machine operators	11.92	8.8	11.92	8.8	—	—
Miscellaneous machine operators, n.e.c.	12.15	5.7	12.15	5.7	—	—
Welders and cutters	13.82	9.5	13.82	9.5	—	—
5	12.52	4.0	12.52	4.0	—	—
Assemblers	12.07	7.3	12.07	7.3	—	—
2	9.58	3.7	9.58	3.7	—	—
3	15.41	12.6	15.41	12.6	—	—
Production inspectors, checkers and examiners ..	12.37	13.5	12.37	13.5	—	—
Transportation and material moving						
1	13.72	3.7	13.63	4.0	\$14.70	3.6
2	6.08	3.0	6.08	3.0	—	—
3	10.83	3.9	10.78	4.1	—	—
4	14.20	9.5	14.41	10.1	—	—
5	13.70	3.9	13.43	4.4	15.06	2.5
5	15.86	7.1	15.79	7.3	—	—
Truck drivers	14.00	6.0	14.07	6.2	—	—
3	10.46	4.6	—	—	—	—
4	13.71	2.8	13.74	3.0	—	—
5	17.03	12.4	17.03	12.4	—	—
Bus drivers	13.49	9.1	—	—	15.01	4.1
Motor transportation, n.e.c.	8.17	12.1	8.17	12.1	—	—
Industrial truck and tractor equipment operators ..	14.49	8.1	14.39	8.3	—	—
3	15.84	11.1	15.84	11.1	—	—
Miscellaneous material moving equipment						
operators, n.e.c.	13.11	10.7	13.11	10.7	—	—
Handlers, equipment cleaners, helpers, and laborers						
1	10.57	4.3	10.52	4.4	11.69	12.8
2	7.42	4.3	7.43	4.4	—	—
3	9.65	7.5	9.67	7.5	—	—
4	13.79	7.5	13.84	7.8	—	—
5	13.05	6.9	12.89	7.5	—	—
5	12.84	3.3	—	—	—	—
Construction laborers	14.03	6.6	14.03	6.6	—	—
Production helpers	9.66	12.0	9.28	12.0	—	—
Stock handlers and baggers	9.42	7.6	9.38	7.8	—	—
1	6.97	3.4	6.97	3.4	—	—
2	8.93	2.4	8.93	2.4	—	—
3	13.56	21.3	13.77	23.3	—	—
Freight, stock, and material handlers, n.e.c.	12.54	10.1	12.54	10.1	—	—
1	7.56	10.8	7.56	10.8	—	—
3	14.92	12.0	14.92	12.0	—	—
Hand packers and packagers	9.26	5.5	9.26	5.5	—	—
2	8.09	4.5	8.09	4.5	—	—
3	10.91	3.6	10.91	3.6	—	—
Laborers, except construction, n.e.c.	10.24	10.6	10.05	11.8	11.58	19.4

See footnotes at end of table.

Table 4-1. Selected occupations¹ and levels,² all workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Indianapolis, IN, July 1999 — Continued

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Blue collar —Continued						
Handlers, equipment cleaners, helpers, and laborers						
—Continued						
Laborers, except construction, n.e.c.						
—Continued						
1	\$7.29	6.7	\$7.35	7.2	—	—
2	12.49	22.0	12.82	22.3	—	—
Service	9.64	3.9	8.27	4.6	\$13.46	4.4
1	6.76	6.3	6.22	6.1	10.05	5.1
2	7.22	10.7	6.93	11.9	9.61	7.0
3	7.99	3.9	7.67	4.1	9.96	6.4
4	10.70	5.5	10.58	6.4	11.41	5.3
5	10.82	3.5	10.21	6.2	11.18	3.9
6	15.29	4.0	—	—	15.09	4.2
7	17.10	5.0	—	—	16.20	5.3
8	18.52	7.5	—	—	—	—
Protective service	14.09	6.1	10.31	12.4	15.36	4.8
3	8.28	5.2	—	—	—	—
4	14.81	11.1	—	—	—	—
6	15.07	4.4	—	—	15.18	4.6
7	16.36	5.2	—	—	16.20	5.3
Firefighting	14.14	2.8	—	—	14.14	2.8
Police and detectives, public service	18.07	2.7	—	—	18.07	2.7
Guards and police, except public service	10.30	12.4	10.20	13.6	—	—
Food service	6.52	8.1	6.31	8.9	8.92	4.7
1	5.68	9.4	5.42	9.4	—	—
2	5.02	15.5	4.65	17.3	—	—
3	6.80	10.7	6.64	11.3	—	—
4	8.95	10.5	9.01	10.8	—	—
Waiters, waitresses, and bartenders	3.73	9.7	3.73	9.7	—	—
1	3.73	18.9	3.73	18.9	—	—
2	3.29	15.3	3.29	15.3	—	—
3	4.58	23.4	4.58	23.4	—	—
Bartenders	6.40	5.5	6.40	5.5	—	—
Waiters and waitresses	3.20	11.4	3.20	11.4	—	—
2	2.93	16.0	2.93	16.0	—	—
Other food service	8.45	7.9	8.37	9.1	8.92	4.7
1	6.60	5.5	6.33	4.4	—	—
2	7.64	3.0	7.39	2.1	—	—
3	8.35	2.5	8.26	2.7	—	—
4	9.10	10.5	9.18	10.8	—	—
Supervisors, food preparation and service	12.99	22.2	13.05	24.3	—	—
Cooks	8.54	4.5	8.58	4.7	—	—
3	8.50	2.4	8.54	2.5	—	—
4	9.37	9.9	—	—	—	—
Kitchen workers, food preparation	7.43	7.2	6.82	2.5	—	—
Food preparation, n.e.c.	7.15	3.2	6.69	2.7	8.62	3.2
1	6.84	4.2	6.52	2.9	—	—
Health service	9.39	2.4	9.37	2.6	—	—
2	9.35	5.2	9.21	6.5	—	—
3	8.45	2.2	8.39	2.3	—	—
4	10.51	3.8	10.51	3.8	—	—
Health aides, except nursing	10.58	2.9	10.63	3.0	—	—
3	9.28	3.0	9.28	3.0	—	—
4	11.02	3.8	11.02	3.8	—	—
Nursing aides, orderlies and attendants	8.59	2.3	8.54	2.4	—	—
3	8.30	2.4	8.21	2.5	—	—
Cleaning and building service	9.63	6.9	9.21	8.8	11.05	4.6
1	7.97	6.1	7.15	4.6	—	—
2	10.12	15.6	10.16	15.9	—	—
3	9.03	9.8	7.90	5.3	—	—
4	10.18	4.1	—	—	—	—

See footnotes at end of table.

Table 4-1. Selected occupations¹ and levels,² all workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Indianapolis, IN, July 1999 — Continued

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Service —Continued						
Cleaning and building service—Continued						
Maids and housemen	\$7.12	3.0	\$7.09	3.1	—	—
1	6.84	3.8	6.84	3.8	—	—
2	7.04	3.3	6.96	3.3	—	—
Janitors and cleaners	10.07	8.0	9.62	11.0	\$11.17	5.0
1	8.36	7.4	7.30	6.5	—	—
2	12.60	18.1	12.60	18.1	—	—
3	9.20	10.8	7.96	6.4	—	—
4	10.30	4.0	—	—	—	—
Personal service	10.25	7.1	10.28	8.1	—	—
1	6.71	4.3	6.71	4.3	—	—
2	8.77	7.6	—	—	—	—
Service, n.e.c.	9.08	9.3	8.34	8.0	—	—

¹ A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

² Each occupation for which 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 rank within each factor. The points are summed to determine the overall level of the occupation. See appendixes C and D for more information.

³ All workers include full-time and part-time workers.

⁴ 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.

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

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

Table 4-2. Selected occupations¹ and levels,² full-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Indianapolis, IN, July 1999

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
All	\$16.89	2.5	\$16.66	2.9	\$18.21	3.0
All excluding sales	16.60	2.1	16.31	2.4	18.20	3.0
White collar	20.18	3.4	19.94	4.0	21.37	4.2
1	8.46	10.9	7.74	18.4	—	—
2	9.31	2.8	9.52	3.2	—	—
3	10.00	5.6	10.08	6.2	9.30	5.3
4	13.03	8.6	13.20	9.2	11.31	5.0
5	13.77	2.7	13.92	2.6	12.66	9.0
6	14.14	3.4	14.42	3.6	12.25	2.9
7	16.88	2.5	17.45	2.8	15.27	2.7
8	21.47	4.8	21.19	3.5	23.18	22.8
9	26.93	3.2	24.54	4.9	30.57	3.2
10	38.23	15.0	38.56	15.2	—	—
11	30.94	2.8	30.77	3.0	—	—
12	32.09	12.0	32.02	12.1	—	—
13	52.46	12.9	52.46	12.9	—	—
14	55.05	5.5	55.05	5.5	—	—
Not able to be leveled	25.52	19.3	25.43	19.9	—	—
White collar excluding sales	19.98	2.9	19.65	3.5	21.37	4.2
1	9.54	2.7	—	—	—	—
2	9.38	3.1	9.63	3.5	—	—
3	10.32	6.7	10.48	7.5	9.30	5.3
4	11.85	2.8	11.91	3.0	11.31	5.0
5	13.93	2.7	14.13	2.5	12.66	9.0
6	14.04	3.6	14.32	3.9	12.25	2.9
7	16.90	2.5	17.56	2.7	15.27	2.7
8	20.99	5.1	20.57	3.1	23.27	23.5
9	26.36	2.7	23.37	3.4	30.57	3.2
10	26.87	2.1	26.85	2.2	—	—
11	31.18	2.7	31.03	2.8	—	—
12	31.76	12.0	31.69	12.1	—	—
13	52.46	12.9	52.46	12.9	—	—
14	55.05	5.5	55.05	5.5	—	—
Not able to be leveled	25.52	19.3	25.43	19.9	—	—
Professional specialty and technical	24.30	4.4	23.33	6.1	26.59	5.1
Professional specialty	26.88	5.0	25.97	7.4	28.57	4.4
6	13.25	16.2	13.37	18.1	—	—
7	16.60	4.3	17.04	4.8	15.88	6.1
8	20.93	11.0	19.40	3.2	—	—
9	27.59	3.0	22.72	2.6	31.46	3.2
10	27.39	2.8	27.39	2.8	—	—
11	29.76	2.7	29.85	2.7	—	—
12	38.82	6.2	38.82	6.2	—	—
Engineers, architects, and surveyors	27.20	3.4	27.14	3.8	—	—
8	20.56	4.2	20.56	4.2	—	—
9	26.36	3.5	25.85	4.0	—	—
11	30.21	5.3	30.48	5.3	—	—
Civil engineers	27.11	5.2	—	—	—	—
Electrical and electronic engineers	25.69	5.7	25.69	5.7	—	—
Mechanical engineers	22.35	4.6	22.35	4.6	—	—
Engineers, n.e.c.	29.61	6.1	29.61	6.1	—	—
Mathematical and computer scientists	28.26	9.5	28.26	9.5	—	—
9	25.18	4.0	25.18	4.0	—	—
11	30.57	1.9	30.57	1.9	—	—
Computer systems analysts and scientists	25.33	3.7	25.33	3.7	—	—
9	25.54	4.4	25.54	4.4	—	—
11	29.69	.9	29.69	.9	—	—
Natural scientists	—	—	—	—	—	—
Health related	20.55	3.3	20.91	3.4	17.45	6.4
8	18.04	1.6	—	—	—	—
9	20.17	3.8	20.63	3.8	—	—
11	27.63	5.3	27.63	5.3	—	—
Registered nurses	20.10	3.1	20.41	3.4	—	—
9	19.51	2.1	20.01	1.8	—	—

See footnotes at end of table.

Table 4-2. **Selected occupations¹ and levels,² full-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Indianapolis, IN, July 1999 — Continued**

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
White collar —Continued						
Professional specialty and technical —Continued						
Professional specialty —Continued						
Teachers, college and university	\$55.50	14.1	\$55.50	14.1	—	—
Teachers, except college and university	31.46	4.1	25.26	18.5	\$31.76	4.2
9	32.80	3.0	25.22	3.5	32.99	3.0
Elementary school teachers	31.07	2.4	—	—	31.32	2.4
9	30.70	3.1	—	—	—	—
Secondary school teachers	29.51	2.7	—	—	—	—
9	29.51	2.7	—	—	—	—
Teachers, n.e.c.	35.21	3.9	—	—	—	—
Librarians, archivists, and curators	—	—	—	—	—	—
Social scientists and urban planners	26.54	6.6	26.54	6.6	—	—
Social, recreation, and religious workers	13.73	12.2	11.74	13.6	16.48	15.3
6	9.73	10.1	—	—	—	—
Social workers	13.83	12.4	11.84	14.2	16.48	15.3
6	9.76	10.8	—	—	—	—
Lawyers and judges	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	18.49	16.9	18.21	18.2	—	—
Technical	16.49	4.1	17.23	3.8	12.07	6.9
5	13.46	6.8	14.49	3.8	—	—
6	13.77	4.6	14.30	4.6	—	—
7	17.60	4.6	17.71	4.7	—	—
8	20.99	5.6	21.11	5.9	—	—
Clinical laboratory technologists and technicians	15.59	9.9	15.59	9.9	—	—
Licensed practical nurses	13.89	2.3	13.90	2.4	—	—
6	13.28	2.6	13.23	2.8	—	—
7	14.27	3.8	14.27	3.8	—	—
Health technologists and technicians, n.e.c.	13.05	2.6	13.22	2.5	—	—
Engineering technicians, n.e.c.	17.26	16.4	—	—	—	—
Drafters	18.42	6.8	18.42	6.8	—	—
Computer programmers	16.81	7.6	16.81	7.6	—	—
Technical and related, n.e.c.	16.82	8.8	16.82	8.8	—	—
Executive, administrative, and managerial	25.77	3.9	26.69	4.0	19.68	10.5
5	15.36	5.5	—	—	—	—
6	13.61	5.9	14.65	3.3	—	—
7	16.52	4.8	17.79	5.3	—	—
8	20.25	5.6	20.34	5.6	—	—
9	23.78	6.2	23.91	7.1	23.09	10.7
10	27.03	1.3	26.99	1.4	—	—
11	32.20	3.7	31.97	4.1	—	—
12	29.36	12.2	29.23	12.1	—	—
13	55.03	14.4	55.03	14.4	—	—
Executives, administrators, and managers	29.22	5.8	29.84	6.4	24.47	13.9
7	15.52	6.5	—	—	—	—
8	22.74	7.6	22.74	7.6	—	—
9	25.70	11.0	25.98	13.8	24.80	12.6
10	27.62	2.8	27.68	3.3	—	—
11	31.49	2.9	31.06	2.9	—	—
12	29.30	12.5	29.17	12.4	—	—
13	55.03	14.4	55.03	14.4	—	—
Administrators and officials, public administration	17.92	12.9	—	—	17.92	12.9
Financial managers	31.84	6.7	31.84	6.7	—	—
Personnel and labor relations managers	40.93	25.0	40.93	25.0	—	—
Administrators, education and related fields	35.01	5.2	40.45	22.2	—	—
Managers, medicine and health	26.08	10.2	26.53	10.4	—	—
Managers and administrators, n.e.c.	28.79	7.9	28.77	8.0	—	—
9	31.66	21.3	31.66	21.3	—	—
Management related	20.92	5.3	22.07	5.0	14.62	6.4
6	13.60	6.4	14.76	3.6	—	—
7	17.00	5.9	18.25	6.4	—	—
8	19.10	5.9	19.20	6.0	—	—

See footnotes at end of table.

Table 4-2. **Selected occupations¹ and levels,² full-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Indianapolis, IN, July 1999** — Continued

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
White collar —Continued						
Executive, administrative, and managerial —Continued						
Management related —Continued						
9	\$21.98	4.1	\$22.29	4.3	—	—
11	33.92	6.5	33.92	6.5	—	—
Accountants and auditors	21.53	6.5	21.53	6.5	—	—
9	23.12	5.1	23.12	5.1	—	—
Other financial officers	23.08	10.5	23.08	10.5	—	—
Personnel, training, and labor relations specialists	19.54	17.9	28.31	6.5	—	—
Management related, n.e.c.	19.35	5.2	19.40	5.6	—	—
6	14.76	3.6	14.76	3.6	—	—
8	21.89	6.3	21.89	6.3	—	—
9	22.10	7.1	—	—	—	—
Sales	21.78	18.4	21.79	18.5	—	—
3	8.84	5.3	8.84	5.3	—	—
4	17.73	23.7	17.73	23.7	—	—
6	15.36	4.2	15.36	4.2	—	—
8	25.09	13.2	25.29	13.8	—	—
9	38.39	16.2	38.39	16.2	—	—
Supervisors, sales	32.61	26.1	32.61	26.1	—	—
Sales, other business services	21.21	22.9	21.22	23.3	—	—
Sales workers, other commodities	24.33	46.5	24.33	46.5	—	—
Cashiers	8.51	3.0	8.51	3.0	—	—
3	8.21	3.5	8.21	3.5	—	—
Administrative support, including clerical	12.32	2.6	12.55	2.8	\$10.60	4.0
1	9.54	2.7	—	—	—	—
2	9.38	3.1	9.63	3.5	—	—
3	10.36	7.1	10.52	7.9	9.30	5.5
4	11.87	2.9	11.96	3.1	11.06	5.1
5	13.81	3.2	13.81	3.4	13.87	5.1
6	14.59	4.0	14.62	4.1	—	—
7	17.00	4.5	17.44	5.1	15.63	6.9
8	23.54	8.8	23.54	8.8	—	—
Not able to be leveled	13.69	6.5	13.69	6.5	—	—
Supervisors, general office	14.84	4.3	14.94	5.1	—	—
Supervisors, financial records processing	18.84	4.8	—	—	—	—
Secretaries	13.45	5.5	13.94	5.0	11.56	9.2
4	11.64	6.2	12.31	7.3	—	—
5	15.03	5.9	15.09	6.0	—	—
Receptionists	11.08	4.3	11.08	4.3	—	—
3	9.76	2.4	9.76	2.4	—	—
Records clerks, n.e.c.	12.12	9.4	12.05	10.6	—	—
3	9.91	3.0	—	—	—	—
Bookkeepers, accounting and auditing clerks	11.58	4.5	11.56	4.6	—	—
3	10.41	6.0	10.41	6.0	—	—
4	9.93	4.8	9.93	4.8	—	—
5	14.32	4.3	—	—	—	—
Payroll and timekeeping clerks	12.75	6.3	12.36	5.3	—	—
Billing clerks	10.36	3.6	—	—	—	—
Dispatchers	13.37	4.5	—	—	—	—
Production coordinators	21.58	15.4	21.58	15.4	—	—
Traffic, shipping and receiving clerks	10.78	11.1	10.78	11.1	—	—
Investigators and adjusters, except insurance	12.43	8.6	—	—	—	—
General office clerks	11.17	7.2	11.98	7.2	—	—
3	9.29	4.7	9.84	4.5	—	—
4	11.50	4.3	11.50	4.3	—	—
Data entry keyers	11.23	6.5	11.23	6.5	—	—
Teachers' aides	9.01	2.9	—	—	9.01	2.9
Administrative support, n.e.c.	12.82	7.0	13.01	7.4	—	—
3	10.09	4.2	—	—	—	—
5	13.42	6.4	13.55	6.9	—	—

See footnotes at end of table.

Table 4-2. **Selected occupations¹ and levels,² full-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Indianapolis, IN, July 1999 — Continued**

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Blue collar	\$14.95	2.1	\$14.99	2.1	\$14.06	6.2
1	7.67	5.3	7.70	5.5	—	—
2	10.11	4.1	10.12	4.1	—	—
3	15.21	3.7	15.31	3.8	12.31	6.2
4	13.33	3.0	13.32	3.2	13.41	8.9
5	13.78	2.5	13.76	2.6	—	—
6	17.35	5.9	17.83	5.0	—	—
7	21.52	2.2	21.59	2.2	19.04	5.8
8	22.79	4.4	22.79	4.4	—	—
9	24.59	5.0	24.76	5.1	—	—
Precision production, craft, and repair	19.26	2.9	19.62	2.9	14.50	11.7
3	12.39	11.2	12.37	12.8	—	—
4	11.41	4.9	12.04	3.5	—	—
5	13.74	2.3	13.78	2.3	—	—
6	16.97	9.5	18.00	7.9	—	—
7	21.53	2.3	21.60	2.3	19.04	5.8
8	22.73	4.4	22.73	4.4	—	—
9	25.45	4.4	25.68	4.4	—	—
Supervisors, mechanics and repairers	24.90	9.0	—	—	—	—
Automobile mechanics	19.53	9.5	19.62	10.0	—	—
7	20.11	10.1	20.01	10.8	—	—
Bus, truck, and stationary engine mechanics	15.66	6.1	15.66	6.1	—	—
Industrial machinery repairers	22.33	5.9	22.33	5.9	—	—
7	23.36	5.1	23.36	5.1	—	—
Millwrights	23.23	4.6	—	—	—	—
7	23.23	4.6	—	—	—	—
Mechanics and repairers, n.e.c.	19.32	9.1	19.30	9.4	—	—
7	22.09	7.1	22.09	7.1	—	—
Supervisors, electricians and power transmission installers	28.28	1.3	28.28	1.3	—	—
Supervisors, construction trades, n.e.c.	23.96	7.1	23.96	7.1	—	—
Electricians	21.92	10.2	21.92	10.2	—	—
7	22.02	8.8	22.02	8.8	—	—
Supervisors, production	18.39	4.3	18.39	4.3	—	—
7	18.17	3.8	18.17	3.8	—	—
Machinists	17.34	13.5	17.34	13.5	—	—
Butchers and meat cutters	12.44	3.5	12.44	3.5	—	—
5	12.99	2.9	12.99	2.9	—	—
Machine operators, assemblers, and inspectors	13.80	3.0	13.79	3.0	—	—
1	8.23	4.7	8.23	4.7	—	—
2	10.04	6.9	10.04	6.9	—	—
3	16.42	5.5	16.42	5.5	—	—
4	13.74	6.0	13.74	6.0	—	—
5	12.96	1.8	12.90	1.8	—	—
6	17.30	6.9	17.30	6.9	—	—
Grinding, abrading, buffing, and polishing machine operators	14.74	13.4	14.74	13.4	—	—
Numerical control machine operators	12.08	5.0	12.08	5.0	—	—
Fabricating machine operators, n.e.c.	11.85	13.2	11.85	13.2	—	—
Molding and casting machine operators	10.14	5.3	10.14	5.3	—	—
Printing press operators	17.55	9.5	17.55	9.5	—	—
Packaging and filling machine operators	14.57	13.5	14.57	13.5	—	—
Mixing and blending machine operators	11.92	8.8	11.92	8.8	—	—
Miscellaneous machine operators, n.e.c.	12.15	5.7	12.15	5.7	—	—
Welders and cutters	13.82	9.5	13.82	9.5	—	—
5	12.52	4.0	12.52	4.0	—	—
Assemblers	12.08	7.3	12.08	7.3	—	—
2	9.59	3.7	9.59	3.7	—	—
3	15.41	12.6	15.41	12.6	—	—
Production inspectors, checkers and examiners ..	12.37	13.5	12.37	13.5	—	—
Transportation and material moving	14.13	3.7	14.08	4.0	14.71	3.7
2	10.81	4.2	10.81	4.2	—	—

See footnotes at end of table.

Table 4-2. Selected occupations¹ and levels,² full-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Indianapolis, IN, July 1999 — Continued

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Blue collar —Continued						
Transportation and material moving —Continued						
3	\$15.13	9.1	\$15.38	9.2	—	—
4	13.65	4.0	13.42	4.4	\$14.91	2.7
5	15.86	7.1	15.79	7.3	—	—
Truck drivers	14.04	6.1	14.07	6.3	—	—
4	13.70	2.8	13.74	3.0	—	—
5	17.03	12.4	17.03	12.4	—	—
Industrial truck and tractor equipment operators ..	14.49	8.1	14.39	8.3	—	—
3	15.84	11.1	15.84	11.1	—	—
Miscellaneous material moving equipment operators, n.e.c.	13.30	11.5	13.30	11.5	—	—
Handlers, equipment cleaners, helpers, and laborers						
1	11.01	4.7	10.98	4.9	11.80	13.0
2	7.54	6.1	7.57	6.3	—	—
3	9.81	8.1	9.84	8.1	—	—
4	13.96	7.3	14.03	7.7	—	—
5	13.02	7.2	12.86	7.8	—	—
Construction laborers	12.84	3.3	—	—	—	—
Production helpers	14.03	6.6	14.03	6.6	—	—
Stock handlers and baggers	9.66	12.0	9.28	12.0	—	—
1	10.69	8.5	10.66	8.8	—	—
2	8.06	5.9	8.06	5.9	—	—
3	9.13	3.1	9.13	3.1	—	—
Freight, stock, and material handlers, n.e.c.	13.64	21.3	13.86	23.2	—	—
3	13.10	11.6	13.10	11.6	—	—
Hand packers and packagers	15.52	12.1	15.52	12.1	—	—
2	9.27	5.5	9.27	5.5	—	—
3	8.09	4.5	8.09	4.5	—	—
Laborers, except construction, n.e.c.	10.91	3.6	10.91	3.6	—	—
1	10.41	11.0	10.22	12.3	—	—
2	7.33	7.2	7.40	7.7	—	—
3	12.95	22.8	13.36	23.1	—	—
Service						
1	10.23	3.7	8.71	4.5	13.66	4.4
2	7.48	5.1	6.79	3.8	—	—
3	7.63	10.6	7.33	12.2	—	—
4	8.37	2.7	8.08	2.3	10.09	8.1
5	10.81	5.6	10.70	6.6	11.41	5.3
6	10.79	3.5	10.03	6.4	11.18	3.9
7	15.35	4.0	—	—	15.09	4.2
8	16.13	5.0	—	—	16.20	5.3
Protective service	18.52	7.5	—	—	—	—
6	14.26	5.9	10.55	12.4	15.37	4.9
7	15.13	4.5	—	—	15.18	4.6
Firefighting	16.36	5.2	—	—	16.20	5.3
Police and detectives, public service	14.14	2.8	—	—	14.14	2.8
Guards and police, except public service	18.07	2.7	—	—	18.07	2.7
Food service	10.38	12.0	10.28	13.3	—	—
1	7.25	8.6	7.07	9.7	9.04	5.3
2	6.32	6.3	6.00	4.7	—	—
3	5.33	15.5	4.90	18.1	—	—
4	7.77	6.6	7.70	7.0	—	—
Waiters, waitresses, and bartenders	9.10	10.5	9.18	10.8	—	—
2	3.85	12.3	3.85	12.3	—	—
Waiters and waitresses	3.11	15.2	3.11	15.2	—	—
2	3.35	12.1	3.35	12.1	—	—
Other food service	2.74	11.1	2.74	11.1	—	—
1	8.88	8.5	8.85	9.8	9.04	5.3
2	7.01	5.7	6.66	3.6	—	—
3	7.69	3.2	—	—	—	—
4	8.38	2.9	8.35	3.0	—	—
Supervisors, food preparation and service	9.10	10.5	9.18	10.8	—	—
	12.99	22.2	13.05	24.3	—	—

See footnotes at end of table.

Table 4-2. **Selected occupations¹ and levels,² full-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Indianapolis, IN, July 1999 — Continued**

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Service—Continued						
Food service—Continued						
Other food service—Continued						
Cooks	\$8.56	4.8	\$8.60	5.0	—	—
3	8.54	2.7	8.60	2.8	—	—
4	9.37	9.9	—	—	—	—
Food preparation, n.e.c.	7.28	3.9	6.79	2.9	—	—
1	6.97	5.9	6.59	3.5	—	—
Health service	9.40	2.6	9.38	2.7	—	—
3	8.42	2.4	8.42	2.4	—	—
4	10.55	3.9	10.55	3.9	—	—
Health aides, except nursing	10.59	3.0	10.64	3.1	—	—
3	9.45	2.8	9.45	2.8	—	—
4	11.02	3.8	11.02	3.8	—	—
Nursing aides, orderlies and attendants	8.43	2.2	8.43	2.2	—	—
3	8.21	2.5	8.21	2.5	—	—
Cleaning and building service	9.93	7.1	9.54	9.3	\$11.14	4.6
1	8.32	6.3	7.38	5.1	—	—
2	10.37	16.4	10.37	16.4	—	—
3	9.15	10.3	7.97	6.0	—	—
4	10.18	4.1	—	—	—	—
Maids and housemen	7.16	2.8	7.16	2.8	—	—
Janitors and cleaners	10.41	8.0	10.06	11.5	11.17	5.0
1	8.85	7.0	7.65	7.7	—	—
2	12.60	18.1	12.60	18.1	—	—
3	9.35	11.6	—	—	—	—
4	10.30	4.0	—	—	—	—
Personal service	9.79	6.3	9.67	7.1	—	—
Service, n.e.c.	9.85	10.4	8.89	8.6	—	—

¹ A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

² Each occupation for which 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 rank within each factor. The points are summed to determine the overall level of the occupation. See appendixes C and D for more information.

³ Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a full-time employee in one establishment, but classified as part-time in another firm, where a 40-hour week is the minimum full-time schedule.

⁴ 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.

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

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

Table 4-3. Selected occupations¹ and levels,² part-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Indianapolis, IN, July 1999

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
All	\$8.84	5.6	\$8.47	5.2	\$12.92	15.7
All excluding sales	9.41	6.6	8.98	6.5	12.92	15.7
White collar	10.35	7.5	9.85	6.6	14.24	24.1
1	6.93	5.4	6.70	5.7	7.88	3.4
2	8.20	4.4	8.23	4.5	—	—
3	7.51	2.7	7.34	2.0	—	—
4	10.03	10.0	10.03	10.4	—	—
5	11.14	8.6	13.24	5.8	—	—
6	13.18	2.0	13.18	2.0	—	—
7	14.68	3.4	14.68	3.4	—	—
9	21.57	4.3	21.96	4.4	—	—
White collar excluding sales	13.52	7.8	13.32	6.9	14.24	24.1
1	7.64	5.1	—	—	7.88	3.4
2	9.22	3.7	9.32	3.6	—	—
3	9.02	4.2	8.60	2.7	—	—
4	12.43	5.7	12.64	5.9	—	—
5	11.28	9.1	13.98	2.3	—	—
6	13.18	2.0	13.18	2.0	—	—
7	14.68	3.4	14.68	3.4	—	—
9	21.57	4.3	21.96	4.4	—	—
Professional specialty and technical	18.19	6.1	17.95	5.2	18.87	15.7
Professional specialty	19.74	6.1	20.07	5.7	19.13	15.3
5	9.91	10.3	—	—	—	—
9	21.53	4.3	21.91	4.5	—	—
Health related	21.57	3.4	21.02	4.5	—	—
9	21.32	4.4	21.92	4.5	—	—
Registered nurses	20.30	4.0	20.52	4.8	—	—
9	20.58	4.5	20.99	5.2	—	—
Teachers, college and university	—	—	—	—	—	—
Teachers, except college and university	—	—	—	—	—	—
Social scientists and urban planners	—	—	—	—	—	—
Social, recreation, and religious workers	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	—	—	—	—	—	—
Technical	14.04	5.3	14.12	5.4	—	—
6	13.43	1.8	13.43	1.8	—	—
Executive, administrative, and managerial	—	—	—	—	—	—
Executives, administrators, and managers	—	—	—	—	—	—
Sales	6.85	1.8	6.85	1.8	—	—
1	6.64	6.4	6.64	6.4	—	—
2	6.56	3.1	6.56	3.1	—	—
3	6.98	1.6	6.98	1.6	—	—
4	6.77	1.5	6.77	1.5	—	—
Cashiers	6.68	1.6	6.68	1.6	—	—
2	6.44	3.4	6.44	3.4	—	—
3	6.82	.9	6.82	.9	—	—
Administrative support, including clerical	9.62	3.6	9.82	3.9	8.72	6.9
1	7.64	5.1	—	—	7.88	3.4
2	9.22	3.7	9.32	3.6	—	—
3	9.02	4.5	8.56	2.9	—	—
4	12.59	5.9	12.79	5.9	—	—
Receptionists	9.46	7.7	9.46	7.7	—	—
Blue collar	8.44	5.1	8.15	5.3	14.04	11.1
1	7.10	3.6	7.09	3.6	—	—
2	8.71	5.9	8.31	4.7	—	—
3	10.70	13.8	10.50	14.8	—	—
Precision production, craft, and repair	—	—	—	—	—	—
Machine operators, assemblers, and inspectors	—	—	—	—	—	—

See footnotes at end of table.

Table 4-3. Selected occupations¹ and levels,² part-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Indianapolis, IN, July 1999 — Continued

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Blue collar —Continued						
Transportation and material moving	\$9.46	9.4	\$8.37	11.3	—	—
1	6.08	3.0	6.08	3.0	—	—
Handlers, equipment cleaners, helpers, and laborers	7.96	7.1	7.97	7.1	—	—
1	7.16	3.9	7.15	3.9	—	—
2	7.77	3.5	7.77	3.5	—	—
Stock handlers and baggers	6.65	2.7	6.65	2.7	—	—
Laborers, except construction, n.e.c.	7.28	4.7	—	—	—	—
Service	6.90	8.4	6.77	8.9	\$8.86	3.2
1	5.47	12.4	5.36	12.6	—	—
2	5.51	15.2	5.40	16.0	—	—
3	6.75	12.0	6.39	12.8	—	—
4	9.03	6.1	9.03	6.1	—	—
Protective service	—	—	—	—	—	—
Food service	4.78	8.6	4.58	8.7	—	—
1	5.10	15.8	4.92	16.1	—	—
2	3.93	16.8	3.88	17.2	—	—
3	5.11	17.3	—	—	—	—
Waiters, waitresses, and bartenders	3.58	13.1	3.58	13.1	—	—
2	3.64	17.8	3.64	17.8	—	—
Waiters and waitresses	3.00	16.3	3.00	16.3	—	—
2	3.35	24.5	3.35	24.5	—	—
Other food service	6.67	7.4	6.38	7.1	—	—
1	6.21	7.0	6.03	5.8	—	—
Food preparation, n.e.c.	6.86	5.7	6.46	4.4	—	—
1	6.65	5.4	6.41	4.5	—	—
Health service	9.35	6.4	9.30	8.0	—	—
3	8.61	3.6	8.21	3.3	—	—
Nursing aides, orderlies and attendants	9.15	5.2	9.04	6.8	—	—
3	8.66	3.9	8.21	4.0	—	—
Cleaning and building service	6.73	3.4	6.59	3.0	—	—
Personal service	11.09	17.2	11.09	17.2	—	—
Service, n.e.c.	7.16	9.3	7.16	9.3	—	—

¹ A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

² Each occupation for which 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 rank within each factor. The points are summed to determine the overall level of the occupation. See appendixes C and D for more information.

³ Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a full-time employee in one establishment, but classified as part-time in another firm, where a 40-hour week is the minimum full-time schedule.

⁴ 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.

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

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

Table 5-1. **Selected worker characteristics: Mean hourly earnings¹ by occupational group,² National Compensation Survey, Indianapolis, IN, July 1999**

Occupational group	Private industry and State and local government					
	Full-time workers ³	Part-time workers ³	Union ⁴	Nonunion ⁴	Time ⁵	Incentive ⁵
	Mean					
All occupations	\$16.89	\$8.84	\$18.33	\$15.52	\$15.78	\$25.68
All excluding sales	16.60	9.41	18.50	15.27	16.04	17.13
White collar	20.18	10.35	21.45	19.07	18.74	32.07
White-collar excluding sales	19.98	13.52	22.32	19.23	19.67	18.29
Professional specialty and technical	24.30	18.19	27.41	22.86	23.97	—
Professional specialty	26.88	19.74	29.97	25.28	26.45	—
Technical	16.49	14.04	17.04	16.17	16.34	—
Executive, administrative, and managerial	25.77	—	—	26.54	25.64	—
Sales	21.78	6.85	8.29	18.18	11.30	36.47
Administrative support, including clerical	12.32	9.62	12.64	12.08	12.15	—
Blue collar	14.95	8.44	17.75	12.33	14.48	17.01
Precision production, craft, and repair	19.26	—	21.58	17.20	19.03	21.99
Machine operators, assemblers, and inspectors	13.80	—	16.62	11.16	13.76	—
Transportation and material moving	14.13	9.46	16.03	12.06	13.45	—
Handlers, equipment cleaners, helpers, and laborers	11.01	7.96	14.35	8.94	10.59	—
Service	10.23	6.90	13.94	8.83	9.64	—
	Relative error ⁶ (percent)					
All occupations	2.5	5.6	2.6	3.5	2.1	15.7
All excluding sales	2.1	6.6	2.5	2.9	2.1	9.5
White collar	3.4	7.5	5.6	4.0	2.8	15.0
White-collar excluding sales	2.9	7.8	5.5	3.3	2.8	25.4
Professional specialty and technical	4.4	6.1	5.8	5.5	4.2	—
Professional specialty	5.0	6.1	5.3	6.4	4.7	—
Technical	4.1	5.3	13.5	3.4	4.1	—
Executive, administrative, and managerial	3.9	—	—	3.8	4.0	—
Sales	18.4	1.8	4.4	19.5	8.9	12.0
Administrative support, including clerical	2.6	3.6	12.1	2.6	2.7	—
Blue collar	2.1	5.1	2.6	2.8	2.0	9.0
Precision production, craft, and repair	2.9	—	3.3	4.2	3.0	10.2
Machine operators, assemblers, and inspectors	3.0	—	4.0	3.4	3.0	—
Transportation and material moving	3.7	9.4	5.4	3.8	3.6	—
Handlers, equipment cleaners, helpers, and laborers	4.7	7.1	6.5	3.8	4.4	—
Service	3.7	8.4	6.4	4.2	3.9	—

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

² A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

³ Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a full-time employee in one establishment, but classified as part-time in another firm, where a 40-hour week is the minimum full-time schedule.

⁴ 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.

⁶ The relative standard error (RSE) is the standard error expressed as a percent of the estimate. It can be used to calculate a "confidence interval" around a sample estimate. For more information about RSEs, see appendix A.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. IN THIS SURVEY, THE NONRESPONSE RATE FOR ALL INDUSTRIES AND PRIVATE INDUSTRY EXCEEDED REGULAR SURVEY STANDARDS FOR PUBLICATION. ACCORDINGLY, USERS SHOULD INTERPRET THESE RESULTS WITH THIS LIMITATION IN MIND.

Table 5-2. Major industry division: Mean hourly earnings¹ by occupational group,² private industry, National Compensation Survey, Indianapolis, IN, July 1999

Occupational group	Full-time and part-time workers									
	All private industries	Goods-producing industries ³				Service-producing industries ⁴				
		Total	Mining	Construction	Manufacturing	Total	Transportation and public utilities	Wholesale and retail trade	Finance, insurance, and real estate	Services
	Mean									
All occupations	\$15.90	-	-	\$21.94	-	-	-	-	-	\$14.74
All excluding sales	15.74	-	-	21.94	-	-	-	-	-	14.71
White collar	19.05	-	-	27.30	-	-	-	-	-	19.17
White-collar excluding sales	19.34	-	-	27.30	-	-	-	-	-	19.25
Professional specialty and technical	22.99	-	-	-	-	-	-	-	-	21.69
Professional specialty	25.63	-	-	-	-	-	-	-	-	24.54
Technical	17.00	-	-	-	-	-	-	-	-	15.53
Executive, administrative, and managerial	26.66	-	-	-	-	-	-	-	-	24.90
Sales	17.63	-	-	-	-	-	-	-	-	16.51
Administrative support, including clerical	12.38	-	-	-	-	-	-	-	-	11.63
Blue collar	14.62	-	-	20.94	-	-	-	-	-	10.14
Precision production, craft, and repair	19.58	-	-	23.42	-	-	-	-	-	15.79
Machine operators, assemblers, and inspectors	13.72	-	-	-	-	-	-	-	-	7.93
Transportation and material moving	13.63	-	-	17.29	-	-	-	-	-	-
Handlers, equipment cleaners, helpers, and laborers	10.52	-	-	14.16	-	-	-	-	-	8.03
Service	8.27	-	-	-	-	-	-	-	-	8.49
	Relative error ⁵ (percent)									
All occupations	3.0	-	-	8.7	-	-	-	-	-	5.8
All excluding sales	2.4	-	-	8.7	-	-	-	-	-	5.9
White collar	4.1	-	-	27.8	-	-	-	-	-	6.5
White-collar excluding sales	3.4	-	-	27.8	-	-	-	-	-	6.6
Professional specialty and technical	5.8	-	-	-	-	-	-	-	-	9.2
Professional specialty	7.1	-	-	-	-	-	-	-	-	11.3
Technical	3.8	-	-	-	-	-	-	-	-	3.3
Executive, administrative, and managerial	4.0	-	-	-	-	-	-	-	-	8.3
Sales	19.2	-	-	-	-	-	-	-	-	18.5
Administrative support, including clerical	2.8	-	-	-	-	-	-	-	-	4.3
Blue collar	2.1	-	-	4.8	-	-	-	-	-	10.6
Precision production, craft, and repair	2.9	-	-	4.5	-	-	-	-	-	2.8
Machine operators, assemblers, and inspectors	3.0	-	-	-	-	-	-	-	-	5.3
Transportation and material moving	4.0	-	-	7.9	-	-	-	-	-	-
Handlers, equipment cleaners, helpers, and laborers	4.4	-	-	5.0	-	-	-	-	-	4.6
Service	4.6	-	-	-	-	-	-	-	-	3.1

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

² A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

³ Goods-producing industries include mining, construction, and manufacturing.

⁴ Service-producing industries include transportation and public utilities; wholesale and retail trade; finance, insurance, and real estate; and services.

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

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. IN THIS SURVEY, THE NONRESPONSE RATE FOR ALL INDUSTRIES AND PRIVATE INDUSTRY EXCEEDED REGULAR SURVEY STANDARDS FOR PUBLICATION. ACCORDINGLY, USERS SHOULD INTERPRET THESE RESULTS WITH THIS LIMITATION IN MIND.

Table 5-3. Establishment employment size: Mean hourly earnings¹ by occupational group,² private industry, National Compensation Survey, Indianapolis, IN, July 1999

Occupational group	Full-time and part-time workers				
	All private industry workers	50 - 99 workers ³	100 workers or more		
			Total	100 - 499 workers	500 workers or more
Mean					
All occupations	\$15.90	\$16.51	\$15.71	\$14.05	\$17.89
All excluding sales	15.74	15.64	15.77	13.83	18.11
White collar	19.05	21.22	18.34	17.42	19.44
White-collar excluding sales	19.34	20.42	19.00	17.96	20.01
Professional specialty and technical	22.99	26.19	22.56	21.76	23.14
Professional specialty	25.63	32.31	24.86	24.67	24.99
Technical	17.00	16.78	17.04	15.36	18.41
Executive, administrative, and managerial	26.66	26.41	26.81	26.85	26.77
Sales	17.63	24.72	14.98	15.78	11.41
Administrative support, including clerical	12.38	13.26	12.08	11.54	12.74
Blue collar	14.62	13.61	14.87	12.69	17.54
Precision production, craft, and repair	19.58	18.33	19.92	17.56	22.50
Machine operators, assemblers, and inspectors	13.72	10.94	14.24	11.62	16.58
Transportation and material moving	13.63	12.81	13.84	12.37	16.76
Handlers, equipment cleaners, helpers, and laborers	10.52	10.90	10.42	9.19	12.43
Service	8.27	7.26	8.65	7.69	10.85
Relative error ⁴ (percent)					
All occupations	3.0	6.1	3.3	6.5	2.3
All excluding sales	2.4	6.3	2.6	4.8	2.3
White collar	4.1	6.5	5.0	9.4	3.3
White-collar excluding sales	3.4	5.7	4.0	7.8	3.2
Professional specialty and technical	5.8	15.1	6.2	14.3	3.4
Professional specialty	7.1	13.6	7.6	17.8	3.7
Technical	3.8	7.3	4.3	4.2	6.0
Executive, administrative, and managerial	4.0	6.4	5.0	8.3	5.5
Sales	19.2	23.0	30.4	34.6	12.4
Administrative support, including clerical	2.8	4.6	3.1	3.8	4.9
Blue collar	2.1	4.3	2.5	4.1	3.1
Precision production, craft, and repair	2.9	4.7	3.5	6.5	2.9
Machine operators, assemblers, and inspectors	3.0	6.1	3.4	3.8	4.3
Transportation and material moving	4.0	5.3	4.9	5.9	5.4
Handlers, equipment cleaners, helpers, and laborers	4.4	8.6	5.2	5.6	8.8
Service	4.6	11.8	4.9	5.9	6.3

¹ Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, 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. See appendix B for more information.

³ Establishments classified with 50-99 workers may contain establishments with fewer than 50 due to staff reductions between survey sampling and collection.

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

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. IN THIS SURVEY, THE NONRESPONSE RATE FOR ALL INDUSTRIES AND PRIVATE INDUSTRY EXCEEDED REGULAR SURVEY STANDARDS FOR PUBLICATION. ACCORDINGLY, USERS SHOULD INTERPRET THESE RESULTS WITH THIS LIMITATION IN MIND.

Table 6-1. Hourly wage percentiles for establishment jobs¹, all workers:² Selected occupations, all industries, National Compensation Survey, Indianapolis, IN, July 1999

Occupation ³	10	25	Median 50	75	90
All	\$7.50	\$9.50	\$13.29	\$20.82	\$28.25
All excluding sales	7.76	9.71	13.48	20.85	27.53
White collar	8.31	10.97	15.90	25.32	33.84
White collar excluding sales	9.08	11.80	16.83	25.39	32.93
Professional specialty and technical	12.55	16.38	22.68	29.91	34.80
Professional specialty	14.62	18.58	26.00	32.45	37.31
Engineers, architects, and surveyors	19.35	23.24	26.21	32.23	34.50
Civil engineers	17.35	25.94	28.25	32.23	32.23
Electrical and electronic engineers	20.48	22.16	26.75	28.68	32.33
Mechanical engineers	18.63	21.16	22.36	23.24	27.45
Engineers, n.e.c.	22.70	24.38	29.06	34.50	35.60
Mathematical and computer scientists	20.51	23.30	26.53	31.62	31.70
Computer systems analysts and scientists	20.51	23.30	25.46	28.74	29.38
Natural scientists	-	-	-	-	-
Health related	16.25	18.14	19.69	22.68	26.94
Registered nurses	17.37	18.14	19.21	20.82	26.94
Physical therapists	22.68	22.68	22.68	23.84	30.33
Teachers, college and university	24.73	42.93	54.81	57.28	99.02
Teachers, except college and university	24.15	28.95	32.45	34.64	37.31
Elementary school teachers	26.52	28.95	31.86	32.93	34.41
Secondary school teachers	27.58	27.60	29.00	31.69	32.77
Teachers, n.e.c.	34.32	34.32	36.35	37.31	39.93
Librarians, archivists, and curators	-	-	-	-	-
Social scientists and urban planners	18.78	23.12	26.75	30.08	30.08
Psychologists	17.32	18.78	30.08	30.08	31.21
Social, recreation, and religious workers	7.87	10.11	12.73	14.28	20.44
Social workers	7.87	10.34	13.80	14.92	20.44
Lawyers and judges	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	9.07	12.18	17.99	20.83	30.36
Technical	11.35	12.83	14.75	18.75	24.82
Clinical laboratory technologists and technicians	12.38	12.38	16.56	17.77	20.18
Licensed practical nurses	12.60	13.21	14.50	14.78	15.87
Health technologists and technicians, n.e.c.	8.70	11.30	13.29	14.53	17.70
Engineering technicians, n.e.c.	11.94	11.94	18.27	20.51	24.82
Drafters	11.35	12.26	18.34	23.30	28.73
Computer programmers	13.47	13.47	17.98	18.03	21.50
Technical and related, n.e.c.	12.00	13.27	17.23	19.95	20.06
Executive, administrative, and managerial	15.20	18.36	23.33	29.81	37.43
Executives, administrators, and managers	17.50	23.33	27.25	33.84	41.23
Administrators and officials, public administration	13.72	13.72	18.09	19.64	27.31
Financial managers	17.11	29.51	33.84	37.43	37.63
Personnel and labor relations managers	13.22	20.59	30.96	60.10	76.92
Administrators, education and related fields	29.86	32.16	35.73	36.00	36.00
Managers, medicine and health	18.27	18.27	25.32	28.89	41.23
Managers and administrators, n.e.c.	21.63	23.33	24.23	30.43	40.00
Management related	14.58	15.42	19.67	24.62	30.50
Accountants and auditors	15.37	18.49	21.86	25.34	27.40
Other financial officers	16.41	18.60	20.76	24.62	37.57
Personnel, training, and labor relations specialists	11.70	11.70	14.58	30.50	32.35
Management related, n.e.c.	14.08	16.20	18.89	21.63	26.00
Sales	6.52	7.28	10.40	20.52	43.27
Supervisors, sales	7.40	12.57	26.76	58.45	58.45
Sales, other business services	10.60	10.74	26.56	29.51	29.51
Sales workers, other commodities	5.15	6.65	8.75	11.75	58.75
Cashiers	6.29	6.61	7.21	8.20	9.15
Sales support, n.e.c.	7.28	7.50	14.90	16.14	16.83
Administrative support, including clerical	8.28	9.46	11.13	14.31	16.99
Supervisors, general office	12.79	13.96	14.53	14.92	19.32
Supervisors, financial records processing	15.87	16.34	19.52	21.74	21.98
Secretaries	9.77	10.58	14.06	15.84	17.08
Transportation ticket and reservation agents	8.28	8.28	16.07	16.07	16.69
Receptionists	9.00	9.81	11.45	11.72	12.26
Library clerks	7.35	10.18	14.73	14.73	14.73

See footnotes at end of table.

Table 6-1. Hourly wage percentiles for establishment jobs¹, all workers:² Selected occupations, all industries, National Compensation Survey, Indianapolis, IN, July 1999 — Continued

Occupation ³	10	25	Median 50	75	90
White collar —Continued					
Administrative support, including clerical —Continued					
Records clerks, n.e.c.	\$8.82	\$10.00	\$11.00	\$13.50	\$20.36
Bookkeepers, accounting and auditing clerks	8.47	9.62	11.50	13.85	15.21
Payroll and timekeeping clerks	11.00	11.00	12.73	13.51	14.52
Billing clerks	8.86	10.02	10.61	11.35	11.35
Dispatchers	12.27	12.45	14.51	14.95	15.00
Production coordinators	12.40	12.40	26.26	26.26	29.51
Traffic, shipping and receiving clerks	7.50	8.70	10.44	12.64	14.20
Stock and inventory clerks	8.49	9.82	13.34	14.31	14.31
Insurance adjusters, examiners, and investigators	11.75	12.35	12.35	12.35	13.51
Investigators and adjusters, except insurance	10.05	10.79	10.83	14.79	14.79
General office clerks	8.30	8.74	9.72	11.80	16.15
Data entry keyers	8.63	8.97	11.01	12.49	13.61
Teachers' aides	7.85	8.00	8.91	10.00	10.42
Administrative support, n.e.c.	9.25	10.07	11.30	16.21	19.17
Blue collar	8.00	10.08	13.00	19.74	23.18
Precision production, craft, and repair					
Supervisors, mechanics and repairers	11.10	14.50	19.23	24.75	25.60
Supervisors, mechanics and repairers	17.35	20.39	25.37	29.25	29.25
Automobile mechanics	14.00	17.10	18.10	25.88	25.88
Bus, truck, and stationary engine mechanics	13.12	13.46	15.91	16.41	18.80
Industrial machinery repairers	14.55	17.82	24.89	25.58	25.60
Millwrights	16.92	24.28	24.75	24.75	24.75
Mechanics and repairers, n.e.c.	12.47	15.46	17.26	24.17	25.58
Supervisors, electricians and power transmission installers	27.70	27.70	27.70	29.20	29.20
Supervisors, construction trades, n.e.c.	20.75	20.75	22.95	24.40	32.41
Electricians	16.50	16.50	24.75	24.75	25.58
Supervisors, production	13.17	16.10	18.75	20.15	23.08
Machinists	12.50	13.79	15.40	23.24	23.24
Butchers and meat cutters	10.90	10.90	12.25	13.30	13.33
Machine operators, assemblers, and inspectors					
Grinding, abrading, buffing, and polishing machine operators	8.67	9.85	12.41	17.34	22.02
Numerical control machine operators	9.29	9.29	13.20	22.03	22.22
Fabricating machine operators, n.e.c.	9.04	11.25	12.25	13.25	13.61
Molding and casting machine operators	8.35	8.35	10.32	12.57	21.32
Printing press operators	8.00	9.06	9.85	12.13	12.60
Packaging and filling machine operators	12.30	13.17	16.77	22.94	22.95
Mixing and blending machine operators	9.47	11.72	13.26	14.30	22.21
Miscellaneous machine operators, n.e.c.	7.50	11.13	12.28	13.90	13.90
Welders and cutters	7.25	10.58	12.66	13.65	17.34
Assemblers	10.56	10.60	12.50	14.85	22.02
Production inspectors, checkers and examiners ..	8.67	8.69	10.54	13.35	20.58
Production inspectors, checkers and examiners ..	8.08	9.57	11.19	13.06	22.09
Transportation and material moving					
Truck drivers	9.29	11.45	12.87	15.36	21.04
Truck drivers	11.50	12.15	13.00	14.89	19.34
Bus drivers	10.22	10.22	15.54	15.54	16.57
Motor transportation, n.e.c.	5.15	6.95	7.39	11.10	11.10
Industrial truck and tractor equipment operators ..	8.66	10.65	13.13	18.01	21.93
Miscellaneous material moving equipment operators, n.e.c.	9.96	11.45	11.45	17.33	17.70
Handlers, equipment cleaners, helpers, and laborers					
Construction laborers	6.50	7.86	9.32	12.14	16.83
Construction laborers	10.00	13.56	13.56	15.42	16.72
Production helpers	6.25	6.69	9.23	11.47	15.62
Stock handlers and baggers	6.20	6.72	8.42	10.23	12.25
Freight, stock, and material handlers, n.e.c.	7.07	8.30	11.10	17.70	21.59
Hand packers and packagers	7.21	8.03	8.16	10.45	11.75
Laborers, except construction, n.e.c.	6.25	7.00	8.50	12.00	20.75
Service					
Protective service	5.15	7.08	8.54	11.30	17.50
Protective service	8.00	10.44	13.93	17.79	20.17
Firefighting	11.95	12.43	14.12	14.76	16.05

See footnotes at end of table.

Table 6-1. Hourly wage percentiles for establishment jobs¹, all workers:² Selected occupations, all industries, National Compensation Survey, Indianapolis, IN, July 1999 — Continued

Occupation ³	10	25	Median 50	75	90
Service —Continued					
Protective service —Continued					
Police and detectives, public service	\$15.79	\$17.50	\$17.54	\$19.94	\$20.17
Guards and police, except public service	7.70	7.70	8.00	11.38	18.10
Food service					
Waiters, waitresses, and bartenders	2.13	3.17	6.90	8.12	9.50
Bartenders	2.13	2.13	2.68	5.50	7.26
Waiters and waitresses	5.50	5.52	5.86	7.26	7.50
Other food service	2.13	2.13	2.50	2.77	5.75
Supervisors, food preparation and service	5.88	7.07	7.75	8.88	11.61
Cooks	8.00	8.00	11.61	15.75	23.08
Kitchen workers, food preparation	7.53	7.53	8.10	8.90	11.10
Food preparation, n.e.c.	5.50	6.90	7.25	9.00	9.00
Health service					
Health aides, except nursing	5.88	6.29	7.08	8.20	8.95
Nursing aides, orderlies and attendants	7.73	8.35	9.22	10.15	11.30
Cleaning and building service	9.25	9.36	10.15	11.30	12.89
Maids and housemen	7.04	8.04	8.55	9.22	9.66
Janitors and cleaners	6.49	7.08	8.01	10.91	15.81
Personal service	6.00	6.52	7.08	7.50	8.01
Service, n.e.c.	6.65	7.50	8.89	11.16	15.81
	6.85	7.85	9.06	9.83	15.82
	6.29	6.85	9.75	9.75	14.87

¹ Percentiles are calculated from average hourly wages for sampled establishment jobs within each occupation. The percentiles describe the distribution of an occupation's employment by the average wage rates for its jobs. For example, at the 10th percentile hourly wage for an occupation, one-tenth of the occupation's employment are found in sampled establishment jobs whose average wages are the same or less, and nine-tenths are in jobs averaging the same or more. The calculations of the 25th, 50th, 75th, and 90th percentiles follow the same logic. Hourly wages are the straight-time wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips.

² All workers include full-time and part-time workers.

³ A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

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

Table 6-2. Hourly wage percentiles for establishment jobs¹, all workers:² Selected occupations, private industry, National Compensation Survey, Indianapolis, IN, July 1999

Occupation ³	Private industry				
	10	25	Median 50	75	90
All	\$7.34	\$9.25	\$13.07	\$20.75	\$26.44
All excluding sales	7.53	9.50	13.25	20.75	25.71
White collar	8.31	10.79	15.87	23.33	32.20
White collar excluding sales	9.25	11.80	16.94	23.33	31.28
Professional specialty and technical	12.73	16.56	20.44	26.94	34.50
Professional specialty	15.11	18.20	23.01	29.38	41.45
Engineers, architects, and surveyors	19.12	22.70	25.94	32.23	34.50
Electrical and electronic engineers	20.48	22.16	26.75	28.68	32.33
Mechanical engineers	18.63	21.16	22.36	23.24	27.45
Engineers, n.e.c.	22.70	24.38	29.06	34.50	35.60
Mathematical and computer scientists	20.51	23.30	26.53	31.62	31.70
Computer systems analysts and scientists	20.51	23.30	25.46	28.74	29.38
Natural scientists	-	-	-	-	-
Health related	17.37	18.14	19.79	22.75	26.94
Registered nurses	17.47	18.14	19.21	20.98	26.94
Teachers, college and university	24.73	42.93	54.81	57.28	99.02
Teachers, except college and university	12.55	12.55	25.09	36.35	36.35
Social scientists and urban planners	18.78	23.12	26.75	30.08	30.08
Psychologists	17.32	18.78	30.08	30.08	31.21
Social, recreation, and religious workers	7.87	7.87	11.50	13.80	18.49
Social workers	7.87	7.87	11.50	14.02	19.05
Lawyers and judges	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	9.07	12.18	17.99	20.83	30.36
Technical	12.26	13.29	15.87	19.86	24.82
Clinical laboratory technologists and technicians	12.38	12.38	16.56	17.77	20.18
Licensed practical nurses	12.60	13.21	14.50	14.78	15.87
Health technologists and technicians, n.e.c.	8.70	12.80	13.29	14.53	17.70
Drafters	11.35	12.26	18.34	23.30	28.73
Computer programmers	13.47	13.47	17.98	18.03	21.50
Technical and related, n.e.c.	12.00	13.27	17.23	19.95	20.06
Executive, administrative, and managerial	15.50	19.67	23.33	30.04	37.63
Executives, administrators, and managers	18.27	23.33	27.25	33.85	41.82
Financial managers	17.11	29.51	33.84	37.43	37.63
Personnel and labor relations managers	13.22	20.59	30.96	60.10	76.92
Administrators, education and related fields	22.62	22.69	38.15	64.46	64.46
Managers, medicine and health	18.27	22.71	25.32	28.89	41.23
Managers and administrators, n.e.c.	21.63	23.33	24.23	29.81	40.00
Management related	15.20	17.42	20.76	26.00	31.25
Accountants and auditors	15.37	18.49	21.86	25.34	27.40
Other financial officers	16.41	18.60	20.76	24.62	37.57
Personnel, training, and labor relations specialists	19.23	24.20	30.50	32.35	32.35
Management related, n.e.c.	14.08	15.70	18.89	21.63	26.00
Sales	6.52	7.28	10.40	20.52	43.27
Supervisors, sales	7.40	12.57	26.76	58.45	58.45
Sales, other business services	10.60	10.74	26.56	29.51	29.51
Sales workers, other commodities	5.15	6.65	8.75	11.75	58.75
Cashiers	6.29	6.61	7.21	8.20	9.15
Sales support, n.e.c.	7.28	7.50	14.90	16.14	16.83
Administrative support, including clerical	8.55	9.60	11.63	14.50	17.08
Supervisors, general office	12.79	13.07	14.53	14.69	19.32
Secretaries	9.75	11.00	14.93	15.84	17.08
Transportation ticket and reservation agents	8.28	8.28	16.07	16.07	16.69
Receptionists	9.00	9.81	11.45	11.72	12.26
Records clerks, n.e.c.	9.32	10.00	11.00	13.50	20.36
Bookkeepers, accounting and auditing clerks	8.47	9.62	10.85	13.85	15.21
Payroll and timekeeping clerks	11.00	11.00	12.73	13.51	13.60
Billing clerks	10.02	10.02	10.61	11.35	11.35
Production coordinators	12.40	12.40	26.26	26.26	29.51
Traffic, shipping and receiving clerks	7.50	8.70	10.44	12.64	14.20
Stock and inventory clerks	8.49	9.82	13.34	14.31	14.31

See footnotes at end of table.

Table 6-2. Hourly wage percentiles for establishment jobs¹, all workers:² Selected occupations, private industry, National Compensation Survey, Indianapolis, IN, July 1999 — Continued

Occupation ³	Private industry				
	10	25	Median 50	75	90
White collar —Continued					
Administrative support, including clerical —Continued					
Insurance adjusters, examiners, and investigators	\$11.75	\$12.35	\$12.35	\$12.35	\$13.51
Investigators and adjusters, except insurance	10.05	10.79	10.79	14.79	14.79
General office clerks	9.00	9.38	11.54	13.90	18.00
Data entry keyers	8.63	8.97	11.01	12.49	13.61
Administrative support, n.e.c.	9.66	10.07	11.53	16.21	19.17
Blue collar	8.00	10.03	12.99	20.32	23.74
Precision production, craft, and repair					
Automobile mechanics	12.25	15.00	20.32	24.75	25.67
Bus, truck, and stationary engine mechanics	14.00	17.10	18.10	25.88	25.88
Industrial machinery repairers	13.12	13.46	15.91	16.41	18.80
Mechanics and repairers, n.e.c.	14.55	17.82	24.89	25.58	25.60
Supervisors, electricians and power transmission installers	12.47	15.46	17.26	24.17	25.58
Supervisors, construction trades, n.e.c.	27.70	27.70	27.70	29.20	29.20
Electricians	20.75	20.75	22.95	24.40	32.41
Supervisors, production	16.50	16.50	24.75	24.75	25.58
Machinists	13.17	16.10	18.75	20.15	23.08
Butchers and meat cutters	12.50	13.79	15.40	23.24	23.24
.....	10.90	10.90	12.25	13.30	13.33
Machine operators, assemblers, and inspectors					
Grinding, abrading, buffing, and polishing machine operators	8.67	9.85	12.41	16.97	22.02
Numerical control machine operators	9.29	9.29	13.20	22.03	22.22
Fabricating machine operators, n.e.c.	9.04	11.25	12.25	13.25	13.61
Molding and casting machine operators	8.35	8.35	10.32	12.57	21.32
Printing press operators	8.00	9.06	9.85	12.13	12.60
Packaging and filling machine operators	12.30	13.17	16.77	22.94	22.95
Mixing and blending machine operators	9.47	11.72	13.26	14.30	22.21
Miscellaneous machine operators, n.e.c.	7.50	11.13	12.28	13.90	13.90
Welders and cutters	7.25	10.58	12.66	13.65	17.34
Assemblers	10.56	10.60	12.50	14.85	22.02
Production inspectors, checkers and examiners ..	8.67	8.69	10.54	13.35	20.58
.....	8.08	9.57	11.19	13.06	22.09
Transportation and material moving					
Truck drivers	9.22	11.30	12.82	15.32	21.04
Motor transportation, n.e.c.	11.50	12.15	13.00	14.93	21.98
Industrial truck and tractor equipment operators ..	5.15	6.95	7.39	11.10	11.10
Miscellaneous material moving equipment operators, n.e.c.	8.66	10.65	13.13	18.01	21.93
.....	9.96	11.45	11.45	17.33	17.70
Handlers, equipment cleaners, helpers, and laborers					
Construction laborers	6.50	7.86	9.30	12.03	16.83
Production helpers	10.00	13.56	13.56	15.42	16.72
Stock handlers and baggers	6.25	6.69	7.58	11.47	16.00
Freight, stock, and material handlers, n.e.c.	6.20	6.72	8.42	10.23	12.45
Hand packers and packagers	7.07	8.30	11.10	17.70	21.59
Laborers, except construction, n.e.c.	7.21	8.03	8.16	10.45	11.75
.....	5.50	7.00	8.38	10.76	20.75
Service					
Protective service	2.68	6.65	7.85	9.25	12.01
Guards and police, except public service	7.70	7.70	8.00	10.00	18.10
Food service	7.70	7.70	8.00	10.00	18.10
Waiters, waitresses, and bartenders	2.13	2.70	6.61	8.00	9.20
Bartenders	2.13	2.13	2.68	5.50	7.26
Waiters and waitresses	5.50	5.52	5.86	7.26	7.50
Other food service	2.13	2.13	2.50	2.77	5.75
Supervisors, food preparation and service	5.88	6.83	7.53	8.42	11.61
Cooks	8.00	8.00	8.88	23.08	23.08
Kitchen workers, food preparation	7.53	7.53	8.10	8.90	11.10
Food preparation, n.e.c.	5.50	6.26	7.07	7.25	7.25
.....	5.60	6.18	6.72	7.08	7.50

See footnotes at end of table.

Table 6-2. Hourly wage percentiles for establishment jobs¹, all workers:² Selected occupations, private industry, National Compensation Survey, Indianapolis, IN, July 1999 — Continued

Occupation ³	Private industry				
	10	25	Median 50	75	90
Service —Continued					
Health service	\$7.73	\$8.25	\$9.22	\$10.15	\$11.30
Health aides, except nursing	9.25	9.30	10.25	11.30	12.89
Nursing aides, orderlies and attendants	7.04	8.03	8.55	9.22	9.42
Cleaning and building service	6.49	7.00	7.50	9.13	18.20
Maids and housemen	6.00	6.52	7.08	7.41	7.96
Janitors and cleaners	6.50	7.00	8.00	9.99	20.49
Personal service	6.85	7.23	9.06	9.75	21.96
Service, n.e.c.	6.18	6.85	8.94	9.75	10.00

¹ Percentiles are calculated from average hourly wages for sampled establishment jobs within each occupation. The percentiles describe the distribution of an occupation's employment by the average wage rates for its jobs. For example, at the 10th percentile hourly wage for an occupation, one-tenth of the occupation's employment are found in sampled establishment jobs whose average wages are the same or less, and nine-tenths are in jobs averaging the same or more. The calculations of the 25th, 50th, 75th, and 90th percentiles follow the same logic. Hourly wages are the straight-time wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips.

² All workers include full-time and part-time workers.

³ A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

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

Table 6-3. Hourly wage percentiles for establishment jobs¹, all workers:² Selected occupations, State and local government, National Compensation Survey, Indianapolis, IN, July 1999

Occupation ³	State and local government				
	10	25	Median 50	75	90
All	\$8.89	\$10.44	\$14.62	\$22.64	\$32.93
All excluding sales	8.89	10.44	14.62	22.64	34.32
White collar	8.82	11.70	16.41	31.86	34.64
White collar excluding sales	8.77	11.70	16.41	31.86	34.64
Professional specialty and technical	11.94	16.38	28.95	34.32	37.31
Professional specialty	14.62	19.88	29.91	34.32	37.31
Engineers, architects, and surveyors	—	—	—	—	—
Natural scientists	—	—	—	—	—
Health related	15.48	16.38	19.56	19.88	30.33
Registered nurses	16.23	16.38	19.56	19.88	19.88
Teachers, except college and university	26.52	28.95	32.45	34.64	37.31
Elementary school teachers	28.95	28.95	31.86	32.93	34.41
Secondary school teachers	27.58	27.60	29.00	31.69	32.77
Librarians, archivists, and curators	—	—	—	—	—
Social, recreation, and religious workers	10.11	14.28	14.28	16.41	30.08
Social workers	11.13	14.28	14.28	16.41	30.08
Lawyers and judges	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	—	—	—	—	—
Technical	9.80	9.80	11.94	12.09	14.98
Executive, administrative, and managerial	11.70	13.72	15.50	21.98	35.73
Executives, administrators, and managers	13.72	16.13	21.98	32.16	36.00
Administrators and officials, public administration	13.72	13.72	18.09	19.64	27.31
Management related	11.70	11.70	14.58	15.50	17.77
Sales	—	—	—	—	—
Administrative support, including clerical	7.93	8.18	9.77	12.10	14.85
Secretaries	9.77	9.77	9.97	12.76	14.18
General office clerks	7.93	8.30	8.30	8.50	9.82
Teachers' aides	7.85	8.00	8.91	10.00	10.42
Blue collar	9.31	11.10	14.60	16.57	20.39
Precision production, craft, and repair	9.31	11.10	12.24	20.28	21.54
Machine operators, assemblers, and inspectors	—	—	—	—	—
Transportation and material moving	11.20	12.87	15.54	15.77	16.86
Bus drivers	11.20	15.54	15.54	16.57	16.57
Handlers, equipment cleaners, helpers, and laborers	6.50	7.34	12.25	15.12	15.62
Laborers, except construction, n.e.c.	6.50	6.62	15.12	15.12	16.15
Service	8.89	10.44	12.41	16.05	19.94
Protective service	10.44	11.95	14.76	17.89	20.85
Firefighting	11.95	12.43	14.12	14.76	16.05
Police and detectives, public service	15.79	17.50	17.54	19.94	20.17
Food service	7.54	8.21	8.95	9.00	10.19
Other food service	7.54	8.21	8.95	9.00	10.19
Food preparation, n.e.c.	8.21	8.21	8.31	8.95	9.72
Health service	—	—	—	—	—

See footnotes at end of table.

Table 6-3. Hourly wage percentiles for establishment jobs¹, all workers:² Selected occupations, State and local government, National Compensation Survey, Indianapolis, IN, July 1999 — Continued

Occupation ³	State and local government				
	10	25	Median 50	75	90
Service —Continued					
Cleaning and building service	\$8.89	\$9.61	\$10.91	\$11.47	\$12.79
Janitors and cleaners	9.28	9.61	11.02	12.02	12.79
Personal service	—	—	—	—	—

¹ Percentiles are calculated from average hourly wages for sampled establishment jobs within each occupation. The percentiles describe the distribution of an occupation's employment by the average wage rates for its jobs. For example, at the 10th percentile hourly wage for an occupation, one-tenth of the occupation's employment are found in sampled establishment jobs whose average wages are the same or less, and nine-tenths are in jobs averaging the same or more. The calculations of the 25th, 50th, 75th, and 90th percentiles follow the same logic. Hourly wages are the straight-time wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips.

² All workers include full-time and part-time workers.

³ A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

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

Table 6-4. Hourly wage percentiles for establishment jobs¹, full-time workers:² Selected occupations, all industries, National Compensation Survey, Indianapolis, IN, July 1999

Occupation ³	10	25	Median 50	75	90
All	\$8.08	\$10.07	\$14.06	\$21.58	\$28.95
All excluding sales	8.12	10.09	14.06	21.16	27.97
White collar	9.08	11.75	16.75	26.26	34.41
White collar excluding sales	9.38	12.02	17.23	26.00	33.84
Professional specialty and technical	12.62	16.56	22.75	30.32	35.60
Professional specialty	14.92	18.78	26.75	32.45	37.31
Engineers, architects, and surveyors	19.35	23.24	26.21	32.23	34.50
Civil engineers	17.35	25.94	28.25	32.23	32.23
Electrical and electronic engineers	20.48	22.16	26.75	28.68	32.33
Mechanical engineers	18.63	21.16	22.36	23.24	27.45
Engineers, n.e.c.	22.70	24.38	29.06	34.50	35.60
Mathematical and computer scientists	20.51	23.30	26.53	31.62	31.70
Computer systems analysts and scientists	20.51	23.30	25.46	28.74	29.38
Natural scientists	-	-	-	-	-
Health related	16.23	18.14	19.49	22.68	26.94
Registered nurses	16.38	18.14	19.09	20.89	26.94
Teachers, college and university	24.73	42.93	54.81	57.28	99.02
Teachers, except college and university	26.52	28.95	32.45	34.64	37.31
Elementary school teachers	26.52	28.95	31.86	32.93	34.41
Secondary school teachers	27.58	27.60	29.00	31.69	32.77
Teachers, n.e.c.	34.32	34.32	36.35	37.31	39.93
Librarians, archivists, and curators	-	-	-	-	-
Social scientists and urban planners	18.78	26.75	26.75	30.08	30.08
Social, recreation, and religious workers	7.87	10.11	13.80	14.28	20.44
Social workers	7.87	10.11	13.80	14.92	20.44
Lawyers and judges	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	9.07	15.60	17.99	21.62	30.36
Technical	11.35	12.80	14.98	19.30	24.82
Clinical laboratory technologists and technicians	12.38	12.38	16.56	17.77	20.18
Licensed practical nurses	12.38	12.84	13.34	14.78	15.87
Health technologists and technicians, n.e.c.	8.70	12.09	13.29	14.53	17.70
Engineering technicians, n.e.c.	11.94	11.94	18.27	20.51	24.82
Drafters	11.35	12.26	18.34	23.30	28.73
Computer programmers	13.47	13.47	17.98	18.03	21.50
Technical and related, n.e.c.	12.00	13.27	17.23	19.95	20.06
Executive, administrative, and managerial	15.20	18.36	23.33	29.81	37.43
Executives, administrators, and managers	17.50	23.33	27.25	33.85	41.23
Administrators and officials, public administration	13.72	13.72	18.09	19.64	27.31
Financial managers	17.11	29.51	33.84	37.43	37.63
Personnel and labor relations managers	13.22	20.59	30.96	60.10	76.92
Administrators, education and related fields	29.86	32.16	35.73	36.00	36.00
Managers, medicine and health	18.27	18.27	25.32	28.89	41.23
Managers and administrators, n.e.c.	21.63	23.33	24.23	30.43	40.00
Management related	14.58	15.42	19.67	24.62	30.50
Accountants and auditors	15.37	18.49	21.86	25.34	27.40
Other financial officers	16.41	18.60	20.76	24.62	37.57
Personnel, training, and labor relations specialists	11.70	11.70	14.58	30.50	32.35
Management related, n.e.c.	14.08	16.20	18.89	21.63	26.00
Sales	7.48	9.50	13.69	29.51	58.45
Supervisors, sales	11.00	12.57	26.76	58.45	58.45
Sales, other business services	10.60	10.74	26.56	29.51	29.51
Sales workers, other commodities	5.15	8.75	9.81	39.50	58.75
Cashiers	7.47	7.61	8.29	8.72	10.40
Administrative support, including clerical	8.46	9.51	11.53	14.50	17.08
Supervisors, general office	12.79	13.96	14.53	14.92	19.32
Supervisors, financial records processing	15.87	16.34	19.52	21.74	21.98
Secretaries	9.77	10.91	14.06	15.84	17.08
Receptionists	9.50	9.81	11.53	11.72	12.26
Records clerks, n.e.c.	8.82	10.00	11.00	13.50	20.36
Bookkeepers, accounting and auditing clerks	8.47	9.62	10.85	13.31	15.21
Payroll and timekeeping clerks	11.00	11.00	12.73	13.51	14.52
Billing clerks	8.86	10.02	10.61	11.35	11.35
Dispatchers	12.27	12.45	14.51	14.95	15.00

See footnotes at end of table.

Table 6-4. Hourly wage percentiles for establishment jobs¹, full-time workers:² Selected occupations, all industries, National Compensation Survey, Indianapolis, IN, July 1999 — Continued

Occupation ³	10	25	Median 50	75	90
White collar –Continued					
Administrative support, including clerical –Continued					
Production coordinators	\$12.40	\$12.40	\$26.26	\$26.26	\$29.51
Traffic, shipping and receiving clerks	7.50	7.50	10.85	12.92	14.20
Investigators and adjusters, except insurance	10.05	10.79	10.79	14.79	14.85
General office clerks	8.30	9.05	9.75	11.85	16.15
Data entry keyers	8.88	8.97	11.85	12.49	14.97
Teachers' aides	7.85	8.00	9.12	10.03	10.42
Administrative support, n.e.c.	9.66	10.07	11.53	16.21	19.17
Blue collar	8.23	10.50	13.18	20.50	23.86
Precision production, craft, and repair					
Supervisors, mechanics and repairers	17.35	20.39	25.37	29.25	29.25
Automobile mechanics	14.00	17.10	18.10	25.88	25.88
Bus, truck, and stationary engine mechanics	13.12	13.46	15.91	16.41	18.80
Industrial machinery repairers	14.55	17.82	24.89	25.58	25.60
Millwrights	16.92	24.28	24.75	24.75	24.75
Mechanics and repairers, n.e.c.	12.47	15.46	17.26	24.17	25.58
Supervisors, electricians and power transmission installers	27.70	27.70	27.70	29.20	29.20
Supervisors, construction trades, n.e.c.	20.75	20.75	22.95	24.40	32.41
Electricians	16.50	16.50	24.75	24.75	25.58
Supervisors, production	13.17	16.10	18.75	20.15	23.08
Machinists	12.50	13.79	15.40	23.24	23.24
Butchers and meat cutters	10.90	10.90	12.25	13.30	13.33
Machine operators, assemblers, and inspectors					
Grinding, abrading, buffing, and polishing machine operators	9.29	9.29	13.20	22.03	22.22
Numerical control machine operators	9.04	11.25	12.25	13.25	13.61
Fabricating machine operators, n.e.c.	8.35	8.35	10.32	12.57	21.32
Molding and casting machine operators	8.00	9.06	9.85	12.13	12.60
Printing press operators	12.30	13.17	16.77	22.94	22.95
Packaging and filling machine operators	9.60	13.04	13.26	14.45	22.21
Mixing and blending machine operators	7.50	11.13	12.28	13.90	13.90
Miscellaneous machine operators, n.e.c.	7.25	10.58	12.66	13.65	17.34
Welders and cutters	10.56	10.60	12.50	14.85	22.02
Assemblers	8.67	8.69	10.54	13.35	20.58
Production inspectors, checkers and examiners ..	8.08	9.57	11.19	13.06	22.09
Transportation and material moving					
Truck drivers	11.50	12.15	13.00	14.89	19.34
Industrial truck and tractor equipment operators ..	8.66	10.65	13.13	18.01	21.93
Miscellaneous material moving equipment operators, n.e.c.	10.91	11.45	11.45	17.33	17.70
Handlers, equipment cleaners, helpers, and laborers					
Construction laborers	10.00	13.56	13.56	15.42	16.72
Production helpers	6.25	6.69	9.23	11.47	15.62
Stock handlers and baggers	8.05	8.42	9.62	11.34	13.38
Freight, stock, and material handlers, n.e.c.	5.15	8.20	12.24	18.56	22.22
Hand packers and packagers	7.21	8.03	8.16	10.45	11.75
Laborers, except construction, n.e.c.	5.50	7.00	8.68	12.92	20.75
Service					
Protective service	8.00	10.44	14.12	17.79	20.17
Firefighting	11.95	12.43	14.12	14.76	16.05
Police and detectives, public service	15.79	17.50	17.54	19.94	20.17
Guards and police, except public service	7.70	8.00	8.00	11.38	18.10
Food service	2.68	5.15	7.53	8.42	10.19
Waiters, waitresses, and bartenders	2.13	2.13	2.68	5.15	7.50
Waiters and waitresses	2.13	2.13	2.68	3.63	5.75
Other food service	6.53	7.25	8.00	8.95	11.76
Supervisors, food preparation and service	8.00	8.00	11.61	15.75	23.08
Cooks	7.53	7.53	8.10	8.90	11.10
Food preparation, n.e.c.	5.88	6.53	7.08	8.21	8.95

See footnotes at end of table.

Table 6-4. Hourly wage percentiles for establishment jobs¹, full-time workers:² Selected occupations, all industries, National Compensation Survey, Indianapolis, IN, July 1999 — Continued

Occupation ³	10	25	Median 50	75	90
Service —Continued					
Health service	\$7.73	\$8.25	\$9.25	\$10.15	\$11.30
Health aides, except nursing	9.25	9.40	10.15	11.30	12.89
Nursing aides, orderlies and attendants	7.04	7.76	8.45	9.22	9.42
Cleaning and building service	6.52	7.13	8.33	11.02	15.87
Maids and housemen	6.49	6.52	7.08	7.41	7.96
Janitors and cleaners	7.00	7.71	9.28	11.47	15.81
Personal service	6.88	8.54	9.06	9.83	14.87
Service, n.e.c.	6.29	8.78	9.75	9.75	14.87

¹ Percentiles are calculated from average hourly wages for sampled establishment jobs within each occupation. The percentiles describe the distribution of an occupation's employment by the average wage rates for its jobs. For example, at the 10th percentile hourly wage for an occupation, one-tenth of the occupation's employment are found in sampled establishment jobs whose average wages are the same or less, and nine-tenths are in jobs averaging the same or more. The calculations of the 25th, 50th, 75th, and 90th percentiles follow the same logic. Hourly wages are the straight-time wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips.

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. See appendix B for more information.

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

Table 6-5. Hourly wage percentiles for establishment jobs¹, part-time workers:² Selected occupations, all industries, National Compensation Survey, Indianapolis, IN, July 1999

Occupation ³	10	25	Median 50	75	90
All	\$5.25	\$6.50	\$7.34	\$9.66	\$14.75
All excluding sales	5.15	6.50	8.12	10.44	18.02
White collar	6.35	6.71	8.00	11.79	19.16
White collar excluding sales	7.91	8.49	10.83	18.02	20.68
Professional specialty and technical	10.00	14.50	18.44	20.22	27.06
Professional specialty	10.00	18.02	19.56	22.84	28.00
Health related	18.02	19.00	19.75	26.00	30.33
Registered nurses	18.02	19.00	19.56	20.66	26.00
Teachers, college and university	-	-	-	-	-
Teachers, except college and university	-	-	-	-	-
Social scientists and urban planners	-	-	-	-	-
Social, recreation, and religious workers	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	-	-	-	-	-
Technical	12.00	13.36	14.50	14.75	17.00
Executive, administrative, and managerial	-	-	-	-	-
Executives, administrators, and managers	-	-	-	-	-
Sales	6.09	6.52	6.71	7.25	7.50
Cashiers	6.09	6.37	6.66	7.02	7.21
Administrative support, including clerical	7.50	8.15	9.00	10.44	13.71
Receptionists	7.55	8.59	9.00	11.45	11.45
Blue collar	6.00	6.50	7.42	9.16	13.55
Precision production, craft, and repair	-	-	-	-	-
Machine operators, assemblers, and inspectors	-	-	-	-	-
Transportation and material moving	5.15	6.00	9.96	10.22	15.77
Handlers, equipment cleaners, helpers, and laborers	6.04	6.50	6.72	9.16	9.16
Stock handlers and baggers	6.00	6.16	6.71	6.72	7.95
Laborers, except construction, n.e.c.	6.50	6.50	7.00	8.38	8.38
Service	2.26	5.25	6.76	8.25	9.72
Protective service	-	-	-	-	-
Food service	2.13	2.26	5.25	6.61	7.75
Waiters, waitresses, and bartenders	2.13	2.14	2.50	5.50	6.61
Waiters and waitresses	2.13	2.13	2.26	2.50	7.34
Other food service	5.25	5.55	6.50	7.75	8.31
Food preparation, n.e.c.	5.60	5.60	6.83	7.63	8.31
Health service	8.03	8.51	8.80	11.25	11.25
Nursing aides, orderlies and attendants	7.75	8.61	8.80	9.66	11.25
Cleaning and building service	5.80	6.00	6.65	7.25	7.83
Personal service	6.85	7.23	7.85	10.00	21.96
Service, n.e.c.	5.91	6.85	6.85	7.85	10.00

¹ Percentiles are calculated from average hourly wages for sampled establishment jobs within each occupation. The percentiles describe the distribution of an occupation's employment by the average wage rates for its jobs. For example, at the 10th percentile hourly wage for an occupation, one-tenth of the occupation's employment are found in sampled establishment jobs whose average wages are the same or less, and nine-tenths are in jobs averaging the same or more. The calculations of the 25th, 50th, 75th, and 90th percentiles follow the same logic. Hourly wages are the straight-time wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips.

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. See appendix B for more information.

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

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 is an economic unit that produces goods or services, a central administrative office, or an auxiliary unit providing support services to a company. For private industries in this survey, the establishment is usually at a single physical location. For State and local governments, an establishment is defined as all locations of a government entity.

The Indianapolis, IN, Metropolitan Statistical Area includes Boone, Hamilton, Hancock, Hendricks, Johnson, Madison, Marion, Morgan, and Shelby Counties.

Sampling frame

The list of establishments from which the survey sample was selected (sampling frame) was developed from State unemployment insurance reports. Due to the volatility of industries within the private sector, sampling frames were developed using the most recent month of reference available at the time the sample was selected. 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 that were not selected for collection. See appendix table 2 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. Field economists collected the data, working out of the Regional Office and visiting 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 multistep 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 es-

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.

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 the written description that best matched the job. Within each occupation, the points for nine factors (supervisory duties was excluded) were recorded and totaled. The total determines the overall level of the occupation. Appendix table 3 presents median 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 job with its associated leveling factors, and a guide to help data users evaluate jobs in their firms

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. For additional information on generic leveling see Brooks Pierce, "Using the National Compensation Survey to Predict Wage Rates," *Compensation and Working Conditions*, Winter 1999, pp. 8–16.

Collection period

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

Earnings

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

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

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

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

To calculate earnings for various periods (hourly, weekly, and annual), data on work schedules also were collected. For hourly workers, scheduled hours worked per day and per week, exclusive of overtime, were recorded. Annual weeks worked were determined. Because salaried workers, 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 on generic leveling through point factor analysis 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 nonresponding 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 sam-

ple establishment or occupation, or data were missing, the response was treated as a refusal.

Survey response

	<i>Establish- ments</i>
Total in sample	435
Responding	275
Out of business or not in survey scope	25
Unable or refused to pro- vide data	135

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 each sampled occupation. Before being combined, individual wage rates are weighted by: the number of workers; the sample weight, adjusted for nonresponding establishments and other factors; and the occupation's scheduled hours of work.

The percentiles presented in tables 6-1 through 6-5 are computed using average hourly wages for sampled establishment jobs within each occupation. Establishments in the survey may report either individual-worker earnings or average wage rates for each sampled job. If individual-worker earnings are provided, an average hourly wage rate is computed for the job and used in the calculation of percentile estimates. The average hourly wages for each sampled job are appropriately weighted and then arrayed from lowest to highest.

The published 10th, 25th, 50th, 75th, and 90th percentiles describe the distribution of an occupation's employment by the average wage rates for its jobs. For example, at the 10th percentile, 10 percent of a published occupation's employment is in sampled establishment jobs that had average hourly wages at the 10th percentile or less for that occupation. Note that the percentiles in previous NCS bulletins for this area were calculated from individual-worker earnings rather than from average wages for sampled establishment jobs. Data users should keep this difference in mind.

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

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

Data reliability

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

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

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

The standard error can be used to calculate a "confidence interval" around a sample estimate. As an example, suppose a table shows that mean hourly earnings for all workers were \$12.79, with 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 (1.645 times 3.6 percent = 5.922 percent times \$12.27, plus or minus \$0.76). 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 workers¹ represented by the survey, by occupational group,² National Compensation Survey, Indianapolis, IN, July 1999**

Occupational group	Full-time and part-time workers		
	Total	Private industry	State and local government
All occupations	423,900	359,700	64,200
All excluding sales	389,900	325,800	64,100
White collar	211,100	170,700	40,400
White-collar excluding sales	177,100	136,800	40,300
Professional specialty and technical	70,300	45,500	24,800
Professional specialty	54,500	31,800	22,700
Technical	15,800	13,700	2,100
Executive, administrative, and managerial	37,400	32,400	5,000
Sales	34,000	33,900	—
Administrative support, including clerical	69,400	58,900	10,600
Blue collar	139,600	132,800	6,700
Precision production, craft, and repair	38,800	36,100	2,700
Machine operators, assemblers, and inspectors	38,800	38,700	—
Transportation and material moving	25,400	22,700	2,700
Handlers, equipment cleaners, helpers, and laborers	36,600	35,400	1,200
Service	73,200	56,200	17,100

¹ The number of workers represented by the survey are rounded to the nearest 100. Estimates of the number of workers included in the survey. Estimates are not intended, however, for comparison to other statistical series to measure employment trends or levels. Both full-time and part-time workers were included in the survey.

² A classification system including about 480 individual occupations is used to cover all workers in the civilian economy.

See appendix B for more information.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. IN THIS SURVEY, THE NONRESPONSE RATE FOR ALL INDUSTRIES AND PRIVATE INDUSTRY EXCEEDED REGULAR SURVEY STANDARDS FOR PUBLICATION. ACCORDINGLY, USERS SHOULD INTERPRET THESE RESULTS WITH THIS LIMITATION IN MIND.

Appendix table 2. **Number of establishments represented by survey and the number studied by industry division and establishment employment size, Indianapolis, IN, July 1999**

Industry	Number of establishments represented ¹	Number of establishments studied				
		Total studied	50 - 99 workers ²	100 workers or more		
				Total	100 - 499 workers	500 workers or more
All industries	2,400	275	67	208	140	68
Private industry	2,300	248	66	182	129	53
Goods-producing industries	500	79	22	57	39	18
Mining	(³)	1	1	-	-	-
Construction	100	10	4	6	6	-
Manufacturing	400	68	17	51	33	18
Service-producing industries	1,800	169	44	125	90	35
Transportation and public utilities	100	21	4	17	8	9
Wholesale and retail trade	800	47	18	29	24	5
Finance, insurance and real estate	200	12	4	8	5	3
Services	600	89	18	71	53	18
State and local government	100	27	1	26	11	15

¹ Number of establishments represented by the survey rounded to the nearest 100.

² Establishments classified with 50-99 workers may contain establishments with fewer than 50 due to staff reductions between survey sampling and collection.

³ Number of establishments represented by the survey is fewer than 50.

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

Appendix table 3. **Median work levels for all workers, full-time and part-time workers:¹ Selected occupations, all industries, National Compensation Survey, Indianapolis, IN, July 1999**

Occupation ²	All workers	Full-time workers	Part-time workers
All	4	5	3
All excluding sales	4	5	2
White collar	6	7	3
White collar excluding sales	7	7	4
Professional specialty and technical	9	9	8
Professional specialty	9	9	9
Engineers, architects, and surveyors	9	9	—
Civil engineers	9	9	—
Electrical and electronic engineers	9	9	—
Mechanical engineers	9	9	—
Engineers, n.e.c.	10	10	—
Mathematical and computer scientists	9	9	—
Computer systems analysts and scientists	9	9	—
Natural scientists	—	—	—
Health related	9	9	9
Registered nurses	9	9	9
Physical therapists	9	—	—
Teachers, college and university	13	14	—
Teachers, except college and university	9	9	—
Elementary school teachers	9	9	—
Secondary school teachers	9	9	—
Teachers, n.e.c.	9	9	—
Librarians, archivists, and curators	—	—	—
Social scientists and urban planners	10	10	—
Psychologists	11	—	—
Social, recreation, and religious workers	6	6	—
Social workers	6	6	—
Lawyers and judges	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	6	6	—
Technical	6	6	7
Clinical laboratory technologists and technicians	7	7	—
Licensed practical nurses	7	6	—
Health technologists and technicians, n.e.c.	5	5	—
Engineering technicians, n.e.c.	6	6	—
Drafters	5	5	—
Computer programmers	6	6	—
Technical and related, n.e.c.	7	7	—
Executive, administrative, and managerial	9	9	—
Executives, administrators, and managers	11	11	—
Administrators and officials, public administration	7	7	—
Financial managers	11	11	—
Personnel and labor relations managers	11	11	—
Administrators, education and related fields	11	11	—
Managers, medicine and health	10	10	—
Managers and administrators, n.e.c.	12	12	—
Management related	8	8	—
Accountants and auditors	9	9	—
Other financial officers	9	9	—
Personnel, training, and labor relations specialists	7	7	—
Management related, n.e.c.	8	8	—
Sales	3	4	3
Supervisors, sales	8	8	—
Sales, other business services	4	4	—
Sales workers, other commodities	3	3	—
Cashiers	3	3	3
Sales support, n.e.c.	3	—	—
Administrative support, including clerical	4	4	2
Supervisors, general office	6	6	—
Supervisors, financial records processing	7	7	—
Secretaries	5	5	—
Transportation ticket and reservation agents	4	—	—
Receptionists	3	3	2
Library clerks	4	—	—

See footnotes at end of table.

Appendix table 3. **Median work levels for all workers, full-time and part-time workers:¹ Selected occupations, all industries, National Compensation Survey, Indianapolis, IN, July 1999** — Continued

Occupation ²	All workers	Full-time workers	Part-time workers
White collar —Continued			
Administrative support, including clerical —Continued			
Records clerks, n.e.c.	3	3	—
Bookkeepers, accounting and auditing clerks	4	4	—
Payroll and timekeeping clerks	5	5	—
Billing clerks	3	3	—
Dispatchers	4	4	—
Production coordinators	8	8	—
Traffic, shipping and receiving clerks	3	4	—
Stock and inventory clerks	4	—	—
Insurance adjusters, examiners, and investigators	4	—	—
Investigators and adjusters, except insurance	4	4	—
General office clerks	3	3	—
Data entry keyers	3	3	—
Teachers' aides	1	1	—
Administrative support, n.e.c.	4	4	—
Blue collar	4	4	1
Precision production, craft, and repair			
Supervisors, mechanics and repairers	7	7	—
Automobile mechanics	8	8	—
Bus, truck, and stationary engine mechanics	7	7	—
Industrial machinery repairers	7	7	—
Millwrights	7	7	—
Mechanics and repairers, n.e.c.	7	7	—
Supervisors, electricians and power transmission installers	8	8	—
Supervisors, construction trades, n.e.c.	8	8	—
Electricians	7	7	—
Supervisors, production	7	7	—
Machinists	7	7	—
Butchers and meat cutters	5	5	—
Machine operators, assemblers, and inspectors			
Grinding, abrading, buffing, and polishing machine operators	3	3	—
Numerical control machine operators	4	4	—
Fabricating machine operators, n.e.c.	5	5	—
Molding and casting machine operators	3	3	—
Printing press operators	4	4	—
Packaging and filling machine operators	6	6	—
Mixing and blending machine operators	4	4	—
Miscellaneous machine operators, n.e.c.	3	3	—
Welders and cutters	4	4	—
Assemblers	3	3	—
Production inspectors, checkers and examiners	4	4	—
Transportation and material moving			
Truck drivers	4	4	1
Bus drivers	4	4	—
Motor transportation, n.e.c.	3	—	—
Industrial truck and tractor equipment operators	1	—	—
Miscellaneous material moving equipment operators, n.e.c.	3	3	—
.....	4	4	—
Handlers, equipment cleaners, helpers, and laborers			
Construction laborers	2	2	1
Production helpers	3	3	—
Stock handlers and baggers	2	2	—
Freight, stock, and material handlers, n.e.c.	1	2	1
Hand packers and packagers	3	3	—
Laborers, except construction, n.e.c.	2	2	—
.....	1	1	2
Service			
Protective service	3	3	2
.....	5	6	—

See footnotes at end of table.

Appendix table 3. **Median work levels for all workers, full-time and part-time workers:¹ Selected occupations, all industries, National Compensation Survey, Indianapolis, IN, July 1999** — Continued

Occupation ²	All workers	Full-time workers	Part-time workers
Service —Continued			
Protective service —Continued			
Firefighting	6	6	—
Police and detectives, public service	7	7	—
Guards and police, except public service	3	3	—
Food service	2	2	2
Waiters, waitresses, and bartenders	2	2	2
Bartenders	3	—	—
Waiters and waitresses	2	2	2
Other food service	2	3	1
Supervisors, food preparation and service	5	5	—
Cooks	3	3	—
Kitchen workers, food preparation	3	—	—
Food preparation, n.e.c.	1	1	1
Health service	3	3	3
Health aides, except nursing	4	4	—
Nursing aides, orderlies and attendants	3	3	3
Cleaning and building service	2	2	1
Maids and housemen	2	2	—
Janitors and cleaners	2	2	—
Personal service	3	3	3
Service, n.e.c.	2	2	2

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

² A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. The occupations titled authors,

musicians, actors, painters, photographers, dancers, artists, athletes, and legislators cannot be assigned a work level. See appendix B for more information.

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