

Orlando, FL 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 Orlando, FL, 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, Orlando, FL, 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	\$12.53	3.2	37.1	\$11.84	3.8	36.7	\$16.04	3.1	39.8
Worker characteristics:⁴									
White-collar occupations ⁵	15.81	3.7	37.9	15.38	4.5	37.7	17.70	4.6	38.9
Professional specialty and technical	20.43	3.4	38.2	20.66	4.1	38.1	19.69	4.4	38.5
Executive, administrative, and managerial	23.86	5.6	41.6	24.04	6.7	42.2	23.36	10.6	39.9
Sales	11.10	9.6	34.7	11.10	9.6	34.7	-	-	-
Administrative support	10.33	4.0	37.8	10.00	4.7	37.6	11.72	4.2	38.8
Blue-collar occupations ⁵	11.16	3.6	37.7	10.94	4.0	37.5	13.33	4.0	39.0
Precision production, craft, and repair	14.48	4.7	40.0	14.37	5.6	40.0	15.02	5.1	40.1
Machine operators, assemblers, and inspectors	10.22	8.7	39.9	10.22	8.7	39.9	-	-	-
Transportation and material moving	9.52	7.9	35.2	9.21	8.9	35.0	11.42	3.4	36.4
Handlers, equipment cleaners, helpers, and laborers	9.21	5.5	36.0	9.17	5.8	35.8	10.11	7.2	40.0
Service occupations ⁵	8.61	4.3	35.7	7.27	4.5	34.6	14.56	4.0	41.5
Full time	13.27	3.2	40.1	12.62	4.0	40.0	16.25	3.1	40.6
Part time	7.15	5.9	24.2	7.03	6.1	24.2	9.88	16.3	24.5
Union	15.93	4.7	39.0	15.26	9.8	36.5	16.21	5.1	40.2
Nonunion	12.10	3.5	36.9	11.70	4.0	36.7	15.89	3.6	39.4
Time	12.45	3.1	37.0	11.71	3.7	36.5	16.04	3.1	39.8
Incentive	14.47	14.5	40.8	14.47	14.5	40.8	-	-	-
Establishment characteristics:									
Goods producing	(⁶)	(⁶)	(⁶)	-	-	-	(⁶)	(⁶)	(⁶)
Service producing	(⁶)	(⁶)	(⁶)	-	-	-	(⁶)	(⁶)	(⁶)
50-99 workers ⁷	11.06	10.1	36.7	11.08	10.2	36.8	-	-	-
100-499 workers	11.33	5.5	37.5	11.05	6.0	37.2	14.56	5.3	41.0
500 workers or more	14.47	4.2	37.0	13.48	5.7	35.8	16.49	3.6	39.7

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, PRIVATE INDUSTRY, AND STATE AND LOCAL GOVERNMENT 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, Orlando, FL, 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	\$12.53	3.2	\$11.84	3.8	\$16.04	3.1
All excluding sales	12.65	3.3	11.92	4.0	16.04	3.1
White collar	15.81	3.7	15.38	4.5	17.70	4.6
White collar excluding sales	16.82	3.9	16.56	5.0	17.70	4.6
Professional specialty and technical	20.43	3.4	20.66	4.1	19.69	4.4
Professional specialty	22.13	3.1	23.15	3.7	20.07	4.5
Engineers, architects, and surveyors	28.94	4.6	29.80	5.1	—	—
Civil engineers	23.79	9.0	24.00	9.6	—	—
Electrical and electronic engineers	29.43	6.2	29.48	6.6	—	—
Engineers, n.e.c.	28.08	9.7	—	—	—	—
Mathematical and computer scientists	31.62	11.1	30.97	11.3	—	—
Computer systems analysts and scientists	32.19	11.0	31.53	11.3	—	—
Natural scientists	—	—	—	—	—	—
Health related	19.57	2.5	19.63	2.6	—	—
Registered nurses	19.84	2.8	19.90	2.9	—	—
Teachers, college and university	28.44	10.3	—	—	—	—
Teachers, except college and university	20.66	4.8	17.86	13.3	20.94	5.1
Elementary school teachers	20.85	2.5	—	—	—	—
Secondary school teachers	21.74	2.8	—	—	—	—
Librarians, archivists, and curators	16.35	9.9	—	—	16.35	9.9
Librarians	16.35	9.9	—	—	16.35	9.9
Social scientists and urban planners	—	—	—	—	—	—
Social, recreation, and religious workers	12.56	5.6	—	—	—	—
Social workers	12.65	6.6	—	—	—	—
Lawyers and judges	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	19.35	7.4	19.40	7.5	—	—
Technical	16.76	7.7	16.89	7.9	14.00	5.9
Licensed practical nurses	12.56	3.2	12.56	3.2	—	—
Electrical and electronic technicians	18.35	4.9	18.75	5.3	—	—
Executive, administrative, and managerial	23.86	5.6	24.04	6.7	23.36	10.6
Executives, administrators, and managers	25.73	7.4	25.47	9.0	26.36	12.5
Managers, marketing, advertising, and public relations	22.60	8.4	22.44	8.9	—	—
Administrators, education and related fields	24.11	18.4	21.10	13.8	24.86	22.1
Managers, medicine and health	21.67	15.1	—	—	—	—
Managers and administrators, n.e.c.	22.83	12.6	23.23	13.8	—	—
Management related	20.03	7.3	21.26	9.1	16.30	4.6
Accountants and auditors	19.37	4.9	—	—	—	—
Management analysts	25.94	13.5	25.94	13.5	—	—
Management related, n.e.c.	20.04	13.7	20.75	15.4	—	—
Sales	11.10	9.6	11.10	9.6	—	—
Supervisors, sales	12.40	6.5	12.40	6.5	—	—
Sales workers, other commodities	9.26	6.8	9.26	6.8	—	—
Cashiers	7.00	3.3	7.00	3.3	—	—
Administrative support, including clerical	10.33	4.0	10.00	4.7	11.72	4.2
Secretaries	11.60	3.3	11.05	3.3	12.96	7.6
Typists	11.09	7.9	—	—	—	—
Hotel clerks	7.82	4.5	7.82	4.5	—	—
Receptionists	7.81	2.5	7.81	2.5	—	—
Library clerks	8.95	8.3	—	—	—	—
Records clerks, n.e.c.	9.55	13.9	—	—	—	—
Bookkeepers, accounting and auditing clerks	10.88	5.0	10.23	5.9	—	—
Telephone operators	10.21	18.1	10.21	18.1	—	—
Dispatchers	12.21	7.7	—	—	13.10	5.5
Stock and inventory clerks	10.03	10.4	—	—	—	—
General office clerks	10.00	6.7	9.99	8.2	—	—
Data entry keyers	9.59	7.6	9.59	7.6	—	—
Teachers' aides	8.10	1.7	—	—	—	—
Administrative support, n.e.c.	11.54	6.3	10.27	5.9	—	—

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, Orlando, FL, 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	\$11.16	3.6	\$10.94	4.0	\$13.33	4.0
Precision production, craft, and repair	14.48	4.7	14.37	5.6	15.02	5.1
Automobile mechanics	15.28	4.4	—	—	—	—
Mechanics and repairers, n.e.c.	13.54	8.6	13.00	10.9	—	—
Electricians	15.00	8.3	—	—	—	—
Inspectors, testers, and graders	13.38	19.4	—	—	—	—
Machine operators, assemblers, and inspectors	10.22	8.7	10.22	8.7	—	—
Laundering and dry cleaning machine operators	6.64	4.3	6.64	4.3	—	—
Transportation and material moving	9.52	7.9	9.21	8.9	11.42	3.4
Truck drivers	11.83	14.4	11.77	16.1	—	—
Handlers, equipment cleaners, helpers, and laborers	9.21	5.5	9.17	5.8	10.11	7.2
Groundskeepers and gardeners, except farm	8.76	2.6	—	—	—	—
Construction laborers	8.81	4.4	8.70	4.9	—	—
Stock handlers and baggers	7.41	6.2	7.41	6.2	—	—
Freight, stock, and material handlers, n.e.c.	9.76	9.6	9.76	9.6	—	—
Laborers, except construction, n.e.c.	11.85	9.3	—	—	—	—
Service	8.61	4.3	7.27	4.5	14.56	4.0
Protective service	12.70	7.9	7.40	7.0	15.14	4.0
Supervisors, firefighters and fire prevention	18.59	12.8	—	—	18.59	12.8
Supervisors, police and detectives	22.16	7.5	—	—	22.16	7.5
Firefighting	13.11	8.8	—	—	13.11	8.8
Police and detectives, public service	16.38	4.9	—	—	16.38	4.9
Protective service, n.e.c.	8.25	11.1	—	—	10.11	14.0
Food service	6.57	8.2	6.56	8.3	—	—
Waiters, waitresses, and bartenders	3.83	10.6	3.83	10.6	—	—
Bartenders	4.66	4.8	4.66	4.8	—	—
Waiters and waitresses	2.97	10.7	2.97	10.7	—	—
Waiters'/Waitresses' assistants	5.38	16.4	5.38	16.4	—	—
Other food service	9.05	8.5	9.07	8.6	—	—
Supervisors, food preparation and service	17.86	14.3	17.86	14.3	—	—
Cooks	8.43	7.0	8.43	7.0	—	—
Kitchen workers, food preparation	8.15	6.0	8.16	6.0	—	—
Food preparation, n.e.c.	7.57	5.5	7.53	6.0	—	—
Health service	8.02	1.6	8.02	1.6	—	—
Health aides, except nursing	8.35	3.6	8.36	3.7	—	—
Nursing aides, orderlies and attendants	7.87	1.6	7.87	1.6	—	—
Cleaning and building service	7.69	4.2	7.41	3.8	11.37	15.5
Maids and housemen	6.92	3.3	6.92	3.3	—	—
Janitors and cleaners	7.50	5.9	7.20	5.9	—	—
Personal service	9.40	12.5	9.40	13.1	—	—
Attendants, amusement, and recreation facilities	7.24	5.4	7.24	5.4	—	—
Service, n.e.c.	7.38	10.5	7.38	10.5	—	—

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, 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, PRIVATE INDUSTRY, AND STATE AND LOCAL GOVERNMENT 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, Orlando, FL, 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	\$13.27	3.2	\$12.62	4.0	\$16.25	3.1
All excluding sales	13.34	3.3	12.64	4.1	16.25	3.1
White collar	16.52	3.7	16.17	4.6	17.88	4.7
White collar excluding sales	17.25	3.8	17.06	4.8	17.88	4.7
Professional specialty and technical	20.47	3.5	20.74	4.3	19.64	4.4
Professional specialty	22.17	3.2	23.31	3.8	20.02	4.6
Engineers, architects, and surveyors	28.94	4.6	29.80	5.1	—	—
Civil engineers	23.79	9.0	24.00	9.6	—	—
Electrical and electronic engineers	29.43	6.2	29.48	6.6	—	—
Engineers, n.e.c.	28.08	9.7	—	—	—	—
Mathematical and computer scientists	31.62	11.1	30.97	11.3	—	—
Computer systems analysts and scientists	32.19	11.0	31.53	11.3	—	—
Natural scientists	—	—	—	—	—	—
Health related	18.84	2.4	18.88	2.5	—	—
Registered nurses	19.01	2.7	19.05	2.8	—	—
Teachers, college and university	28.44	10.3	—	—	—	—
Teachers, except college and university	20.71	4.8	17.97	12.8	20.99	5.1
Elementary school teachers	20.85	2.5	—	—	—	—
Secondary school teachers	21.74	2.8	—	—	—	—
Librarians, archivists, and curators	16.35	9.9	—	—	16.35	9.9
Librarians	16.35	9.9	—	—	16.35	9.9
Social scientists and urban planners	—	—	—	—	—	—
Social, recreation, and religious workers	12.56	5.6	—	—	—	—
Social workers	12.65	6.6	—	—	—	—
Lawyers and judges	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	20.21	7.4	20.28	7.5	—	—
Technical	16.92	7.7	17.06	7.9	14.00	5.9
Licensed practical nurses	12.83	2.7	12.83	2.7	—	—
Electrical and electronic technicians	18.35	4.9	18.75	5.3	—	—
Executive, administrative, and managerial	23.86	5.6	24.04	6.7	23.36	10.6
Executives, administrators, and managers	25.73	7.4	25.47	9.0	26.36	12.5
Managers, marketing, advertising, and public relations	22.60	8.4	22.44	8.9	—	—
Administrators, education and related fields	24.11	18.4	21.10	13.8	24.86	22.1
Managers, medicine and health	21.67	15.1	—	—	—	—
Managers and administrators, n.e.c.	22.83	12.6	23.23	13.8	—	—
Management related	20.03	7.3	21.26	9.1	16.30	4.6
Accountants and auditors	19.37	4.9	—	—	—	—
Management analysts	25.94	13.5	25.94	13.5	—	—
Management related, n.e.c.	20.04	13.7	20.75	15.4	—	—
Sales	12.41	10.4	12.41	10.4	—	—
Supervisors, sales	12.40	6.5	12.40	6.5	—	—
Sales workers, other commodities	9.78	8.4	9.78	8.4	—	—
Cashiers	7.58	5.2	7.58	5.2	—	—
Administrative support, including clerical	10.62	4.4	10.27	5.3	11.98	4.1
Secretaries	11.68	3.2	11.15	3.2	12.96	7.6
Typists	11.61	9.3	—	—	—	—
Hotel clerks	7.82	4.5	7.82	4.5	—	—
Receptionists	7.76	4.5	7.76	4.5	—	—
Bookkeepers, accounting and auditing clerks	11.24	5.0	10.62	6.5	—	—
Telephone operators	10.33	18.7	10.33	18.7	—	—
Dispatchers	12.21	7.7	—	—	13.10	5.5
Stock and inventory clerks	10.16	12.9	—	—	—	—
General office clerks	10.76	5.8	11.00	7.5	—	—
Administrative support, n.e.c.	12.19	4.7	—	—	—	—
Blue collar	11.53	3.7	11.32	4.1	13.45	4.1
Precision production, craft, and repair	14.56	4.8	14.47	5.6	15.02	5.1
Automobile mechanics	15.28	4.4	—	—	—	—

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, Orlando, FL, 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						
Precision production, craft, and repair –Continued						
Mechanics and repairers, n.e.c.	\$13.54	8.6	\$13.00	10.9	–	–
Electricians	15.00	8.3	–	–	–	–
Inspectors, testers, and graders	13.38	19.4	–	–	–	–
Machine operators, assemblers, and inspectors	10.24	8.7	10.24	8.7	–	–
Laundering and dry cleaning machine operators	6.64	4.3	6.64	4.3	–	–
Transportation and material moving	10.05	8.6	9.79	9.8	\$11.58	3.8
Truck drivers	11.83	14.4	11.77	16.1	–	–
Handlers, equipment cleaners, helpers, and laborers	9.53	5.9	9.50	6.2	10.11	7.2
Groundskeepers and gardeners, except farm	8.76	2.6	–	–	–	–
Construction laborers	8.83	4.4	8.72	4.9	–	–
Stock handlers and baggers	8.06	5.6	8.06	5.6	–	–
Service	9.36	4.2	7.83	4.3	14.80	3.8
Protective service	13.26	7.1	7.70	8.1	15.32	3.8
Supervisors, firefighters and fire prevention	18.59	12.8	–	–	18.59	12.8
Supervisors, police and detectives	22.19	7.6	–	–	22.19	7.6
Firefighting	13.51	8.0	–	–	13.51	8.0
Police and detectives, public service	16.38	4.9	–	–	16.38	4.9
Protective service, n.e.c.	9.26	11.5	–	–	–	–
Food service	7.49	8.3	7.49	8.3	–	–
Waiters, waitresses, and bartenders	4.34	12.6	4.34	12.6	–	–
Waiters and waitresses	3.32	16.6	3.32	16.6	–	–
Waiters/Waitresses' assistants	5.29	19.7	5.29	19.7	–	–
Other food service	9.61	9.4	9.61	9.5	–	–
Supervisors, food preparation and service	17.86	14.3	17.86	14.3	–	–
Cooks	8.54	6.2	8.54	6.2	–	–
Kitchen workers, food preparation	8.65	4.8	8.67	4.8	–	–
Food preparation, n.e.c.	7.56	6.4	7.56	6.4	–	–
Health service	7.92	1.9	7.92	1.9	–	–
Health aides, except nursing	8.34	4.4	8.35	4.5	–	–
Nursing aides, orderlies and attendants	7.76	1.7	7.76	1.7	–	–
Cleaning and building service	7.81	4.0	7.52	3.6	11.37	15.5
Maids and housemen	6.93	3.3	6.93	3.3	–	–
Janitors and cleaners	7.86	4.7	7.57	4.5	–	–
Personal service	10.04	14.5	10.07	15.4	–	–

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

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, PRIVATE INDUSTRY, AND STATE AND LOCAL GOVERNMENT 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, Orlando, FL, 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	\$7.15	5.9	\$7.03	6.1	\$9.88	16.3
All excluding sales	7.27	6.9	7.13	7.2	9.88	16.3
White collar	9.40	6.1	9.29	6.0	—	—
White collar excluding sales	11.29	11.2	11.28	11.9	—	—
Professional specialty and technical	19.62	8.6	19.35	9.1	—	—
Professional specialty	21.46	9.2	21.35	10.1	—	—
Health related	23.71	5.9	23.92	6.0	—	—
Registered nurses	23.92	6.0	23.92	6.0	—	—
Teachers, except college and university	—	—	—	—	—	—
Social scientists and urban planners	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	—	—	—	—	—	—
Technical	—	—	—	—	—	—
Sales	6.48	2.4	6.48	2.4	—	—
Cashiers	6.29	2.2	6.29	2.2	—	—
Administrative support, including clerical	8.29	2.5	8.36	2.7	—	—
Blue collar	7.24	5.3	7.08	5.3	—	—
Precision production, craft, and repair	—	—	—	—	—	—
Machine operators, assemblers, and inspectors	—	—	—	—	—	—
Transportation and material moving	6.92	8.1	—	—	—	—
Handlers, equipment cleaners, helpers, and laborers	7.29	7.3	7.29	7.3	—	—
Stock handlers and baggers	5.98	1.9	5.98	1.9	—	—
Service	5.33	7.7	5.25	7.9	7.67	4.4
Protective service	6.51	2.0	—	—	—	—
Food service	4.61	9.9	4.53	10.0	—	—
Waiters, waitresses, and bartenders	3.13	13.6	3.13	13.6	—	—
Waiters and waitresses	2.71	13.7	2.71	13.7	—	—
Other food service	7.12	5.8	7.06	6.3	—	—
Health service	—	—	—	—	—	—
Cleaning and building service	—	—	—	—	—	—
Personal service	7.04	4.9	7.04	4.9	—	—

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

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

³ 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, PRIVATE INDUSTRY, AND STATE AND LOCAL GOVERNMENT 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, Orlando, FL, 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	\$532	3.3	40.1	\$505	4.0	40.0	\$660	3.2	40.6
All excluding sales	534	3.3	40.0	504	4.1	39.9	660	3.2	40.6
White collar	664	3.8	40.2	654	4.6	40.4	702	4.7	39.3
White collar excluding sales	690	3.9	40.0	686	4.9	40.2	702	4.7	39.3
Professional specialty and technical	810	3.5	39.6	824	4.2	39.7	766	4.3	39.0
Professional specialty	877	3.3	39.5	929	3.9	39.9	779	4.5	38.9
Engineers, architects, and surveyors	1,156	4.6	40.0	1,192	5.1	40.0	-	-	-
Civil engineers	948	9.1	39.8	960	9.6	40.0	-	-	-
Electrical and electronic engineers	1,177	6.2	40.0	1,179	6.6	40.0	-	-	-
Engineers, n.e.c.	1,123	9.7	40.0	-	-	-	-	-	-
Mathematical and computer scientists	1,270	11.2	40.2	1,239	11.3	40.0	-	-	-
Computer systems analysts and scientists	1,293	11.1	40.2	1,261	11.3	40.0	-	-	-
Natural scientists	-	-	-	-	-	-	-	-	-
Health related	749	2.5	39.7	750	2.6	39.7	-	-	-
Registered nurses	757	2.7	39.8	759	2.8	39.8	-	-	-
Teachers, college and university Teachers, except college and university	1,114	10.4	39.2	-	-	-	-	-	-
Elementary school teachers ...	782	4.4	37.8	688	12.7	38.3	792	4.7	37.7
Secondary school teachers ...	782	2.5	37.5	-	-	-	-	-	-
Librarians, archivists, and curators	815	2.8	37.5	-	-	-	-	-	-
Librarians	653	9.9	39.9	-	-	-	653	9.9	39.9
Social scientists and urban planners	653	9.9	39.9	-	-	-	653	9.9	39.9
Social, recreation, and religious workers	-	-	-	-	-	-	-	-	-
Social workers	502	5.6	40.0	-	-	-	-	-	-
Lawyers and judges	506	6.6	40.0	-	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	-	-	-	-	-	-	-	-	-
Technical	811	7.4	40.1	815	7.5	40.2	-	-	-
Licensed practical nurses	670	7.5	39.6	675	7.7	39.6	560	5.9	40.0
Electrical and electronic technicians	516	3.2	40.2	516	3.2	40.2	-	-	-
Executive, administrative, and managerial	734	4.9	40.0	750	5.3	40.0	-	-	-
Executives, administrators, and managers	991	5.5	41.6	1,015	6.5	42.2	932	10.6	39.9
Managers, marketing, advertising, and public relations	1,090	6.7	42.4	1,107	8.0	43.5	1,052	12.5	39.9
Administrators, education and related fields	904	8.4	40.0	897	8.9	40.0	-	-	-
Managers, medicine and health	954	18.2	39.6	842	13.3	39.9	982	22.0	39.5
Managers and administrators, n.e.c.	930	20.4	42.9	-	-	-	-	-	-
Management related	1,012	9.4	44.4	1,039	10.3	44.7	-	-	-
Accountants and auditors	801	7.3	40.0	850	9.1	40.0	650	4.3	39.9
Management analysts	775	4.9	40.0	-	-	-	-	-	-
Management related, n.e.c.	1,038	13.5	40.0	1,038	13.5	40.0	-	-	-
Sales	802	13.7	40.0	830	15.4	40.0	-	-	-
Supervisors, sales	510	11.4	41.1	510	11.4	41.1	-	-	-
	508	6.2	40.9	508	6.2	40.9	-	-	-

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, Orlando, FL, 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									
Sales —Continued									
Sales workers, other commodities	\$391	8.4	40.0	\$391	8.4	40.0	—	—	—
Cashiers	303	5.2	40.0	303	5.2	40.0	—	—	—
Administrative support, including clerical	422	4.3	39.7	409	5.2	39.8	\$470	4.2	39.2
Secretaries	464	3.2	39.8	446	3.2	40.0	508	7.4	39.2
Typists	458	9.7	39.5	—	—	—	—	—	—
Hotel clerks	313	4.5	40.0	313	4.5	40.0	—	—	—
Receptionists	308	4.7	39.7	308	4.7	39.7	—	—	—
Bookkeepers, accounting and auditing clerks	447	5.1	39.8	423	6.6	39.8	—	—	—
Telephone operators	403	17.4	39.0	403	17.4	39.0	—	—	—
Dispatchers	488	7.7	40.0	—	—	—	524	5.5	40.0
Stock and inventory clerks	406	12.9	40.0	—	—	—	—	—	—
General office clerks	430	5.8	40.0	440	7.5	40.0	—	—	—
Administrative support, n.e.c.	487	4.7	40.0	—	—	—	—	—	—
Blue collar	463	3.7	40.2	455	4.1	40.2	539	4.2	40.1
Precision production, craft, and repair	588	5.0	40.4	586	6.0	40.5	602	5.1	40.1
Automobile mechanics	629	3.0	41.2	—	—	—	—	—	—
Mechanics and repairers, n.e.c.	541	8.6	40.0	520	10.9	40.0	—	—	—
Electricians	600	8.3	40.0	—	—	—	—	—	—
Inspectors, testers, and graders	535	19.4	40.0	—	—	—	—	—	—
Machine operators, assemblers, and inspectors	409	8.7	40.0	409	8.7	40.0	—	—	—
Laundering and dry cleaning machine operators	265	4.3	39.9	265	4.3	39.9	—	—	—
Transportation and material moving	402	8.6	40.0	392	9.8	40.0	463	3.8	40.0
Truck drivers	473	14.4	40.0	471	16.1	40.0	—	—	—
Handlers, equipment cleaners, helpers, and laborers	382	5.9	40.1	381	6.2	40.1	405	7.2	40.0
Groundskeepers and gardeners, except farm	350	2.6	40.0	—	—	—	—	—	—
Construction laborers	353	4.4	40.0	349	4.9	40.0	—	—	—
Stock handlers and baggers	323	5.6	40.0	323	5.6	40.0	—	—	—
Service	374	4.3	39.9	307	4.2	39.1	638	4.3	43.1
Protective service	562	8.0	42.3	303	7.9	39.4	668	4.3	43.6
Supervisors, firefighters and fire prevention	947	12.8	50.9	—	—	—	947	12.8	50.9
Supervisors, police and detectives	905	6.8	40.8	—	—	—	905	6.8	40.8
Firefighting	702	7.2	52.0	—	—	—	702	7.2	52.0
Police and detectives, public service	661	4.8	40.3	—	—	—	661	4.8	40.3
Protective service, n.e.c.	356	13.2	38.4	—	—	—	—	—	—
Food service	295	8.3	39.4	295	8.4	39.4	—	—	—
Waiters, waitresses, and bartenders	169	12.7	39.1	169	12.7	39.1	—	—	—
Waiters and waitresses	133	16.6	40.0	133	16.6	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, Orlando, FL, 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—Continued									
Waiters/Waitresses' assistants	\$204	20.0	38.6	\$204	20.0	38.6	—	—	—
Other food service	381	9.5	39.6	381	9.5	39.6	—	—	—
Supervisors, food preparation and service	715	14.3	40.0	715	14.3	40.0	—	—	—
Cooks	337	6.2	39.5	337	6.2	39.5	—	—	—
Kitchen workers, food preparation	346	4.8	40.0	347	4.8	40.0	—	—	—
Food preparation, n.e.c.	299	6.6	39.5	299	6.6	39.5	—	—	—
Health service	311	2.0	39.3	311	2.1	39.3	—	—	—
Health aides, except nursing ..	334	4.4	40.0	334	4.5	40.0	—	—	—
Nursing aides, orderlies and attendants	303	1.9	39.0	303	1.9	39.0	—	—	—
Cleaning and building service	305	4.3	39.1	294	3.9	39.0	\$450	15.7	39.6
Maids and housemen	267	3.2	38.6	267	3.2	38.6	—	—	—
Janitors and cleaners	313	4.6	39.8	302	4.5	39.9	—	—	—
Personal service	385	10.0	38.3	385	10.6	38.2	—	—	—

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.

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Table 3-2. Mean annual earnings¹, full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Orlando, FL, 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	\$27,531	3.3	2,074	\$26,209	4.0	2,077	\$33,456	3.2	2,059
All excluding sales	27,607	3.3	2,069	26,181	4.1	2,072	33,456	3.2	2,059
White collar	34,137	3.8	2,067	33,923	4.6	2,097	34,932	4.7	1,953
White collar excluding sales	35,446	3.9	2,055	35,617	4.9	2,088	34,932	4.7	1,953
Professional specialty and technical	41,026	3.5	2,004	42,656	4.2	2,057	36,562	4.3	1,861
Professional specialty	43,884	3.3	1,979	47,917	3.9	2,056	37,002	4.5	1,848
Engineers, architects, and surveyors	60,135	4.6	2,078	61,991	5.1	2,080	-	-	-
Civil engineers	49,272	9.1	2,071	49,925	9.6	2,080	-	-	-
Electrical and electronic engineers	61,208	6.2	2,080	61,322	6.6	2,080	-	-	-
Engineers, n.e.c.	58,416	9.7	2,080	-	-	-	-	-	-
Mathematical and computer scientists	66,033	11.2	2,088	64,421	11.3	2,080	-	-	-
Computer systems analysts and scientists	67,237	11.1	2,089	65,584	11.3	2,080	-	-	-
Natural scientists	-	-	-	-	-	-	-	-	-
Health related	38,941	2.5	2,067	39,003	2.6	2,066	-	-	-
Registered nurses	39,357	2.7	2,070	39,443	2.8	2,070	-	-	-
Teachers, college and university Teachers, except college and university	46,841	10.4	1,647	-	-	-	-	-	-
Elementary school teachers ...	34,546	4.4	1,668	29,675	12.7	1,651	35,044	4.7	1,670
Secondary school teachers ...	33,826	2.5	1,622	-	-	-	-	-	-
Librarians, archivists, and curators	35,496	2.8	1,633	-	-	-	-	-	-
Librarians	33,772	9.9	2,065	-	-	-	33,772	9.9	2,065
Social scientists and urban planners	33,772	9.9	2,065	-	-	-	33,772	9.9	2,065
Social, recreation, and religious workers	-	-	-	-	-	-	-	-	-
Social workers	26,117	5.6	2,080	-	-	-	-	-	-
Lawyers and judges	26,306	6.6	2,080	-	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	-	-	-	-	-	-	-	-	-
Technical	42,128	7.4	2,085	42,381	7.5	2,089	-	-	-
Licensed practical nurses	34,837	7.5	2,059	35,120	7.7	2,058	29,119	5.9	2,080
Electrical and electronic technicians	26,839	3.2	2,092	26,839	3.2	2,092	-	-	-
Executive, administrative, and managerial	38,168	4.9	2,080	39,009	5.3	2,080	-	-	-
Executives, administrators, and managers	51,431	5.5	2,156	52,769	6.5	2,195	48,104	10.6	2,059
Managers, marketing, advertising, and public relations	56,488	6.7	2,196	57,541	8.0	2,259	54,102	12.5	2,053
Administrators, education and related fields	47,013	8.4	2,080	46,668	8.9	2,080	-	-	-
Managers, medicine and health	48,093	18.2	1,995	42,998	13.3	2,038	49,324	22.0	1,984
Managers and administrators, n.e.c.	48,341	20.4	2,231	-	-	-	-	-	-
Management related	52,643	9.4	2,306	54,022	10.3	2,325	-	-	-
Accountants and auditors	41,626	7.3	2,078	44,221	9.1	2,080	33,802	4.3	2,073
Management analysts	40,290	4.9	2,080	-	-	-	-	-	-
Management related, n.e.c.	53,954	13.5	2,080	53,954	13.5	2,080	-	-	-
Sales	41,686	13.7	2,080	43,158	15.4	2,080	-	-	-
Supervisors, sales	26,516	11.4	2,137	26,516	11.4	2,137	-	-	-
	26,394	6.2	2,128	26,394	6.2	2,128	-	-	-

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, Orlando, FL, 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									
Sales —Continued									
Sales workers, other commodities	\$20,343	8.4	2,080	\$20,343	8.4	2,080	—	—	—
Cashiers	15,774	5.2	2,080	15,774	5.2	2,080	—	—	—
Administrative support, including clerical	21,849	4.3	2,057	21,274	5.2	2,071	\$24,003	4.2	2,003
Secretaries	24,135	3.2	2,067	23,182	3.2	2,079	26,441	7.4	2,040
Typists	23,809	9.7	2,052	—	—	—	—	—	—
Hotel clerks	16,259	4.5	2,080	16,259	4.5	2,080	—	—	—
Receptionists	16,025	4.7	2,064	16,025	4.7	2,064	—	—	—
Bookkeepers, accounting and auditing clerks	23,241	5.1	2,067	21,981	6.6	2,069	—	—	—
Telephone operators	20,952	17.4	2,029	20,952	17.4	2,029	—	—	—
Dispatchers	25,394	7.7	2,080	—	—	—	27,253	5.5	2,080
Stock and inventory clerks	21,122	12.9	2,080	—	—	—	—	—	—
General office clerks	22,376	5.8	2,080	22,890	7.5	2,080	—	—	—
Administrative support, n.e.c.	25,350	4.7	2,080	—	—	—	—	—	—
Blue collar	24,047	3.7	2,086	23,617	4.1	2,087	28,008	4.2	2,082
Precision production, craft, and repair	30,592	5.0	2,101	30,451	6.0	2,104	31,293	5.1	2,083
Automobile mechanics	32,708	3.0	2,141	—	—	—	—	—	—
Mechanics and repairers, n.e.c.	28,157	8.6	2,080	27,041	10.9	2,080	—	—	—
Electricians	31,200	8.3	2,080	—	—	—	—	—	—
Inspectors, testers, and graders	27,830	19.4	2,080	—	—	—	—	—	—
Machine operators, assemblers, and inspectors	21,271	8.7	2,078	21,271	8.7	2,078	—	—	—
Laundering and dry cleaning machine operators	13,772	4.3	2,073	13,772	4.3	2,073	—	—	—
Transportation and material moving	20,914	8.6	2,080	20,373	9.8	2,080	24,085	3.8	2,080
Truck drivers	24,606	14.4	2,080	24,484	16.1	2,080	—	—	—
Handlers, equipment cleaners, helpers, and laborers	19,799	5.9	2,077	19,740	6.2	2,077	21,035	7.2	2,080
Groundskeepers and gardeners, except farm	18,216	2.6	2,080	—	—	—	—	—	—
Construction laborers	18,359	4.4	2,080	18,135	4.9	2,080	—	—	—
Stock handlers and baggers	16,772	5.6	2,080	16,772	5.6	2,080	—	—	—
Service	19,423	4.3	2,076	15,945	4.2	2,035	33,078	4.3	2,235
Protective service	29,206	8.0	2,202	15,768	7.9	2,047	34,722	4.3	2,266
Supervisors, firefighters and fire prevention	49,242	12.8	2,648	—	—	—	49,242	12.8	2,648
Supervisors, police and detectives	47,060	6.8	2,121	—	—	—	47,060	6.8	2,121
Firefighting	36,522	7.2	2,703	—	—	—	36,522	7.2	2,703
Police and detectives, public service	34,363	4.8	2,097	—	—	—	34,363	4.8	2,097
Protective service, n.e.c.	18,494	13.2	1,997	—	—	—	—	—	—
Food service	15,340	8.3	2,049	15,343	8.4	2,049	—	—	—
Waiters, waitresses, and bartenders	8,814	12.7	2,032	8,814	12.7	2,032	—	—	—
Waiters and waitresses	6,901	16.6	2,080	6,901	16.6	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, Orlando, FL, 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—Continued									
Waiters/Waitresses' assistants	\$10,605	20.0	2,005	\$10,605	20.0	2,005	—	—	—
Other food service	19,801	9.5	2,061	19,816	9.5	2,061	—	—	—
Supervisors, food preparation and service	37,158	14.3	2,080	37,158	14.3	2,080	—	—	—
Cooks	17,529	6.2	2,053	17,529	6.2	2,053	—	—	—
Kitchen workers, food preparation	17,985	4.8	2,080	18,033	4.8	2,080	—	—	—
Food preparation, n.e.c.	15,525	6.6	2,054	15,525	6.6	2,054	—	—	—
Health service	16,183	2.0	2,043	16,180	2.1	2,042	—	—	—
Health aides, except nursing ..	17,354	4.4	2,080	17,376	4.5	2,080	—	—	—
Nursing aides, orderlies and attendants	15,742	1.9	2,029	15,742	1.9	2,029	—	—	—
Cleaning and building service	15,829	4.3	2,027	15,262	3.9	2,029	\$22,790	15.7	2,004
Maids and housemen	13,902	3.2	2,007	13,900	3.2	2,007	—	—	—
Janitors and cleaners	16,173	4.6	2,057	15,721	4.5	2,077	—	—	—
Personal service	19,998	10.0	1,992	20,008	10.6	1,987	—	—	—

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, PRIVATE INDUSTRY, AND STATE AND LOCAL GOVERNMENT 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, Orlando, FL, 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	\$12.53	3.2	\$11.84	3.8	\$16.04	3.1
All excluding sales	12.65	3.3	11.92	4.0	16.04	3.1
White collar	15.81	3.7	15.38	4.5	17.70	4.6
1	7.33	5.0	7.35	5.1	—	—
2	8.02	4.9	8.01	5.1	—	—
3	8.08	2.8	7.99	2.9	9.42	5.2
4	10.44	4.0	10.46	4.7	10.34	3.1
5	12.76	3.2	12.84	3.6	12.34	5.2
6	14.02	4.5	14.43	5.6	13.02	4.6
7	16.94	4.9	17.54	5.3	14.34	4.7
8	19.21	3.3	19.10	4.3	19.48	4.1
9	20.96	2.5	21.41	2.9	19.60	5.0
10	28.99	8.8	30.05	8.8	—	—
11	27.46	3.8	29.82	4.1	22.19	2.4
12	31.29	6.3	31.48	7.9	30.72	7.8
13	51.14	11.6	61.66	10.8	—	—
14	57.76	7.7	—	—	—	—
Not able to be leveled	14.65	13.4	12.27	13.1	—	—
White collar excluding sales	16.82	3.9	16.56	5.0	17.70	4.6
1	8.16	5.3	8.22	5.2	—	—
2	8.33	6.4	8.33	6.7	—	—
3	8.65	3.5	8.57	3.7	9.42	5.2
4	10.78	4.3	10.89	5.3	10.34	3.1
5	12.57	3.2	12.64	3.8	12.34	5.2
6	14.18	4.8	14.76	5.8	13.02	4.6
7	16.36	4.5	16.92	5.2	14.34	4.7
8	18.77	3.1	18.36	4.2	19.48	4.1
9	20.93	2.6	21.39	3.0	19.60	5.0
10	28.99	8.8	30.05	8.8	—	—
11	27.46	3.8	29.82	4.1	22.19	2.4
12	31.24	6.3	31.42	7.9	30.72	7.8
13	51.14	11.6	61.66	10.8	—	—
14	57.76	7.7	—	—	—	—
Not able to be leveled	14.65	13.4	12.27	13.1	—	—
Professional specialty and technical	20.43	3.4	20.66	4.1	19.69	4.4
Professional specialty	22.13	3.1	23.15	3.7	20.07	4.5
5	14.24	8.8	14.31	8.9	—	—
6	14.08	10.7	16.48	9.6	—	—
7	16.21	9.0	17.96	10.9	13.04	3.8
8	19.78	4.4	19.64	6.9	—	—
9	21.20	3.6	21.47	4.1	20.45	7.4
10	32.80	13.4	34.44	13.8	—	—
11	26.32	4.0	29.52	4.5	22.12	2.7
12	29.24	7.8	29.55	9.5	—	—
Engineers, architects, and surveyors	28.94	4.6	29.80	5.1	—	—
9	28.79	4.3	29.23	4.6	—	—
11	33.34	11.2	38.06	5.7	—	—
12	32.09	8.6	35.29	1.8	—	—
Civil engineers	23.79	9.0	24.00	9.6	—	—
Electrical and electronic engineers	29.43	6.2	29.48	6.6	—	—
9	26.35	2.6	—	—	—	—
Engineers, n.e.c.	28.08	9.7	—	—	—	—
Mathematical and computer scientists	31.62	11.1	30.97	11.3	—	—
Computer systems analysts and scientists	32.19	11.0	31.53	11.3	—	—
Natural scientists	—	—	—	—	—	—
Health related	19.57	2.5	19.63	2.6	—	—
9	19.11	2.2	19.11	2.2	—	—
Registered nurses	19.84	2.8	19.90	2.9	—	—
9	18.76	1.2	18.76	1.2	—	—
Teachers, college and university	28.44	10.3	—	—	—	—
Teachers, except college and university	20.66	4.8	17.86	13.3	20.94	5.1
Elementary school teachers	20.85	2.5	—	—	—	—
Secondary school teachers	21.74	2.8	—	—	—	—
Librarians, archivists, and curators	16.35	9.9	—	—	16.35	9.9

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, Orlando, FL, 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						
Librarians, archivists, and curators –Continued						
Librarians	\$16.35	9.9	–	–	\$16.35	9.9
Social scientists and urban planners	–	–	–	–	–	–
Social, recreation, and religious workers	12.56	5.6	–	–	–	–
Social workers	12.65	6.6	–	–	–	–
Lawyers and judges	–	–	–	–	–	–
Writers, authors, entertainers, athletes, and professionals, n.e.c.	19.35	7.4	\$19.40	7.5	–	–
8	23.61	3.7	23.61	3.7	–	–
Technical	16.76	7.7	16.89	7.9	14.00	5.9
4	10.27	2.8	10.21	2.8	–	–
5	13.73	6.6	13.73	6.6	–	–
6	13.76	3.2	13.76	3.2	–	–
7	15.36	4.2	15.48	4.6	–	–
8	16.85	7.8	16.83	8.6	–	–
9	20.68	4.2	20.68	4.2	–	–
Licensed practical nurses	12.56	3.2	12.56	3.2	–	–
6	12.87	2.8	12.87	2.8	–	–
7	13.29	4.3	13.29	4.3	–	–
Electrical and electronic technicians	18.35	4.9	18.75	5.3	–	–
7	17.30	4.6	–	–	–	–
Executive, administrative, and managerial	23.86	5.6	24.04	6.7	23.36	10.6
5	12.28	4.6	–	–	–	–
6	16.40	3.5	–	–	–	–
7	18.14	9.8	18.35	9.7	–	–
8	17.64	5.9	17.80	7.5	–	–
9	20.61	5.2	21.94	7.0	18.57	6.2
10	23.84	8.6	–	–	–	–
11	27.75	5.0	28.30	4.3	–	–
12	33.91	9.3	34.04	12.7	–	–
13	52.28	14.0	64.89	10.1	–	–
Executives, administrators, and managers	25.73	7.4	25.47	9.0	26.36	12.5
8	17.07	9.1	–	–	–	–
9	20.43	6.3	20.85	8.6	–	–
11	27.50	5.9	–	–	–	–
12	36.46	6.8	37.79	9.4	–	–
13	50.23	16.5	–	–	–	–
Managers, marketing, advertising, and public relations	22.60	8.4	22.44	8.9	–	–
Administrators, education and related fields	24.11	18.4	21.10	13.8	24.86	22.1
Managers, medicine and health	21.67	15.1	–	–	–	–
Managers and administrators, n.e.c.	22.83	12.6	23.23	13.8	–	–
Management related	20.03	7.3	21.26	9.1	16.30	4.6
6	16.41	3.9	–	–	–	–
9	21.04	9.2	–	–	–	–
Accountants and auditors	19.37	4.9	–	–	–	–
Management analysts	25.94	13.5	25.94	13.5	–	–
Management related, n.e.c.	20.04	13.7	20.75	15.4	–	–
Sales	11.10	9.6	11.10	9.6	–	–
2	7.28	4.7	7.28	4.7	–	–
3	6.89	5.2	6.89	5.2	–	–
4	8.99	6.8	8.99	6.8	–	–
5	13.23	6.7	13.23	6.7	–	–
8	20.63	7.3	20.63	7.3	–	–
Supervisors, sales	12.40	6.5	12.40	6.5	–	–
Sales workers, other commodities	9.26	6.8	9.26	6.8	–	–
4	8.24	7.9	8.24	7.9	–	–
Cashiers	7.00	3.3	7.00	3.3	–	–
3	6.59	4.6	6.59	4.6	–	–

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, Orlando, FL, 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	\$10.33	4.0	\$10.00	4.7	\$11.72	4.2
1	8.16	5.3	8.22	5.2	—	—
2	8.33	6.4	8.33	6.7	—	—
3	8.62	3.6	8.58	3.8	9.11	3.9
4	10.83	4.7	10.98	5.9	10.32	3.2
5	11.99	4.4	11.67	5.8	12.57	6.3
6	12.40	3.5	11.66	6.9	12.98	1.8
7	15.73	5.8	15.64	8.5	15.87	6.5
8	20.29	10.8	—	—	—	—
Secretaries	11.60	3.3	11.05	3.3	12.96	7.6
4	10.93	2.8	10.93	3.1	—	—
Typists	11.09	7.9	—	—	—	—
Hotel clerks	7.82	4.5	7.82	4.5	—	—
3	7.98	5.7	7.98	5.7	—	—
Receptionists	7.81	2.5	7.81	2.5	—	—
3	7.58	2.5	7.58	2.5	—	—
Library clerks	8.95	8.3	—	—	—	—
Records clerks, n.e.c.	9.55	13.9	—	—	—	—
Bookkeepers, accounting and auditing clerks	10.88	5.0	10.23	5.9	—	—
4	10.74	5.4	9.36	5.1	—	—
Telephone operators	10.21	18.1	10.21	18.1	—	—
Dispatchers	12.21	7.7	—	—	13.10	5.5
Stock and inventory clerks	10.03	10.4	—	—	—	—
General office clerks	10.00	6.7	9.99	8.2	—	—
3	9.27	5.5	—	—	—	—
4	11.38	10.0	12.84	14.4	—	—
Data entry keyers	9.59	7.6	9.59	7.6	—	—
Teachers' aides	8.10	1.7	—	—	—	—
Administrative support, n.e.c.	11.54	6.3	10.27	5.9	—	—
Blue collar	11.16	3.6	10.94	4.0	13.33	4.0
1	8.48	10.4	8.49	10.6	—	—
2	7.33	8.2	7.16	8.9	—	—
3	8.99	2.4	8.89	2.4	—	—
4	10.73	8.3	10.67	9.2	11.23	6.0
5	10.61	7.5	10.38	8.8	11.70	4.3
6	14.28	4.1	13.82	3.9	17.92	12.2
7	16.65	3.8	16.70	4.4	16.32	5.1
8	20.03	15.7	—	—	—	—
Precision production, craft, and repair	14.48	4.7	14.37	5.6	15.02	5.1
3	9.33	6.0	—	—	—	—
4	8.91	6.7	—	—	—	—
5	12.00	5.3	11.94	6.3	12.27	8.0
6	14.49	5.1	13.89	4.8	—	—
7	16.65	4.3	16.71	4.9	16.32	5.1
Automobile mechanics	15.28	4.4	—	—	—	—
Mechanics and repairers, n.e.c.	13.54	8.6	13.00	10.9	—	—
5	11.99	6.8	11.83	6.9	—	—
7	17.53	11.4	—	—	—	—
Electricians	15.00	8.3	—	—	—	—
Inspectors, testers, and graders	13.38	19.4	—	—	—	—
Machine operators, assemblers, and inspectors	10.22	8.7	10.22	8.7	—	—
1	6.94	3.6	6.94	3.6	—	—
2	5.99	3.8	5.99	3.8	—	—
4	11.57	13.7	11.57	13.7	—	—
Laundering and dry cleaning machine operators	6.64	4.3	6.64	4.3	—	—
1	6.94	3.6	6.94	3.6	—	—
Transportation and material moving	9.52	7.9	9.21	8.9	11.42	3.4
3	9.06	4.6	9.00	4.7	—	—
4	12.44	19.7	—	—	11.94	7.3

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, Orlando, FL, 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						
5	—	—	—	—	\$11.18	3.7
Truck drivers	\$11.83	14.4	\$11.77	16.1	—	—
Handlers, equipment cleaners, helpers, and laborers						
1	9.21	5.5	9.17	5.8	10.11	7.2
2	8.87	11.9	8.88	12.1	—	—
3	8.36	8.1	8.34	8.8	—	—
4	9.04	3.9	9.01	4.0	—	—
5	9.88	5.1	9.89	5.5	—	—
Groundskeepers and gardeners, except farm	8.76	2.6	—	—	—	—
Construction laborers	8.81	4.4	8.70	4.9	—	—
Stock handlers and baggers	7.41	6.2	7.41	6.2	—	—
1	6.54	4.2	6.54	4.2	—	—
Freight, stock, and material handlers, n.e.c.	9.76	9.6	9.76	9.6	—	—
4	9.96	10.5	9.96	10.5	—	—
Laborers, except construction, n.e.c.	11.85	9.3	—	—	—	—
Service						
1	8.61	4.3	7.27	4.5	14.56	4.0
2	5.95	7.0	5.88	7.2	—	—
3	6.54	3.5	6.48	3.7	—	—
4	6.80	5.1	6.75	5.2	8.48	3.3
5	8.35	5.1	8.19	5.6	—	—
6	7.65	25.7	—	—	—	—
7	12.09	6.3	—	—	13.36	2.3
8	14.25	9.6	15.35	23.6	13.62	5.7
9	16.39	4.6	—	—	15.87	4.7
10	20.53	4.7	—	—	19.64	4.1
11	19.10	10.0	—	—	19.10	10.0
Protective service	12.70	7.9	7.40	7.0	15.14	4.0
3	7.08	3.9	—	—	—	—
4	7.86	6.2	—	—	—	—
6	13.36	2.3	—	—	13.36	2.3
7	12.81	5.9	—	—	13.29	6.0
8	15.87	4.7	—	—	15.87	4.7
9	19.64	4.1	—	—	19.64	4.1
10	19.10	10.0	—	—	19.10	10.0
Supervisors, firefighters and fire prevention	18.59	12.8	—	—	18.59	12.8
Supervisors, police and detectives	22.16	7.5	—	—	22.16	7.5
Firefighting	13.11	8.8	—	—	13.11	8.8
7	11.96	11.5	—	—	11.96	11.5
Police and detectives, public service	16.38	4.9	—	—	16.38	4.9
7	14.29	5.1	—	—	14.29	5.1
Protective service, n.e.c.	8.25	11.1	—	—	10.11	14.0
Food service						
1	6.57	8.2	6.56	8.3	—	—
2	4.72	13.5	4.68	13.6	—	—
3	5.85	5.5	5.78	5.8	—	—
4	6.35	9.2	6.35	9.2	—	—
5	7.80	11.1	7.80	11.1	—	—
Waiters, waitresses, and bartenders						
1	3.83	10.6	3.83	10.6	—	—
2	3.55	12.3	3.55	12.3	—	—
3	5.09	12.9	5.09	12.9	—	—
4	3.99	17.7	3.99	17.7	—	—
Bartenders						
1	4.66	4.8	4.66	4.8	—	—
Waiters and waitresses						
1	2.97	10.7	2.97	10.7	—	—
2	2.82	18.8	2.82	18.8	—	—
3	3.40	18.1	3.40	18.1	—	—
Waiters'/Waitresses' assistants						
1	5.38	16.4	5.38	16.4	—	—
2	4.02	15.0	4.02	15.0	—	—
3	6.68	3.5	6.68	3.5	—	—
Other food service						
1	9.05	8.5	9.07	8.6	—	—
2	6.61	6.0	6.57	6.2	—	—
3	6.57	2.6	6.47	1.8	—	—

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, Orlando, FL, 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						
3	\$8.39	3.4	\$8.39	3.4	—	—
4	8.70	10.0	8.70	10.0	—	—
Supervisors, food preparation and service	17.86	14.3	17.86	14.3	—	—
Cooks	8.43	7.0	8.43	7.0	—	—
3	8.87	5.3	8.87	5.3	—	—
4	9.19	2.6	9.19	2.6	—	—
Kitchen workers, food preparation	8.15	6.0	8.16	6.0	—	—
3	8.38	5.6	8.38	5.6	—	—
Food preparation, n.e.c.	7.57	5.5	7.53	6.0	—	—
1	7.36	1.4	7.33	1.6	—	—
Health service	8.02	1.6	8.02	1.6	—	—
3	7.89	1.7	7.89	1.7	—	—
4	8.35	4.0	8.35	4.0	—	—
Health aides, except nursing	8.35	3.6	8.36	3.7	—	—
Nursing aides, orderlies and attendants	7.87	1.6	7.87	1.6	—	—
3	7.77	1.9	7.77	1.9	—	—
Cleaning and building service	7.69	4.2	7.41	3.8	\$11.37	15.5
1	6.90	4.0	6.82	4.2	—	—
2	7.09	3.3	7.05	3.4	—	—
3	7.88	4.3	7.90	4.5	—	—
Maids and housemen	6.92	3.3	6.92	3.3	—	—
1	6.90	4.3	6.90	4.3	—	—
2	6.72	5.9	6.72	5.9	—	—
Janitors and cleaners	7.50	5.9	7.20	5.9	—	—
1	6.93	10.7	—	—	—	—
2	7.56	7.3	—	—	—	—
3	7.59	5.3	—	—	—	—
Personal service	9.40	12.5	9.40	13.1	—	—
3	6.98	5.2	6.98	5.2	—	—
Attendants, amusement, and recreation facilities	7.24	5.4	7.24	5.4	—	—
3	7.15	5.5	7.15	5.5	—	—
Service, n.e.c.	7.38	10.5	7.38	10.5	—	—

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, PRIVATE INDUSTRY, AND STATE AND LOCAL GOVERNMENT 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, Orlando, FL, 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	\$13.27	3.2	\$12.62	4.0	\$16.25	3.1
All excluding sales	13.34	3.3	12.64	4.1	16.25	3.1
White collar	16.52	3.7	16.17	4.6	17.88	4.7
1	7.48	7.8	7.48	7.8	—	—
2	8.35	8.0	8.34	8.1	—	—
3	8.40	3.5	8.31	3.7	9.47	5.5
4	10.51	3.9	10.54	4.7	10.34	3.1
5	12.81	3.2	12.90	3.7	12.37	5.3
6	14.02	4.5	14.44	5.6	13.02	4.6
7	16.97	4.9	17.57	5.3	14.33	4.7
8	19.21	3.3	19.10	4.3	19.48	4.1
9	20.98	2.6	21.50	3.1	19.40	5.2
10	28.71	9.9	29.84	9.9	—	—
11	27.46	3.8	29.82	4.1	22.19	2.4
12	31.92	6.0	32.36	7.6	30.72	7.8
13	51.14	11.6	61.66	10.8	—	—
14	57.76	7.7	—	—	—	—
Not able to be leveled	19.18	10.4	—	—	—	—
White collar excluding sales	17.25	3.8	17.06	4.8	17.88	4.7
1	8.20	6.4	8.20	6.4	—	—
2	8.52	10.5	8.51	10.8	—	—
3	8.67	4.0	8.58	4.3	9.47	5.5
4	10.81	4.2	10.93	5.2	10.34	3.1
5	12.60	3.2	12.67	3.8	12.37	5.3
6	14.19	4.8	14.77	5.8	13.02	4.6
7	16.38	4.5	16.95	5.2	14.33	4.7
8	18.77	3.1	18.36	4.2	19.48	4.1
9	20.95	2.7	21.48	3.1	19.40	5.2
10	28.71	9.9	29.84	9.9	—	—
11	27.46	3.8	29.82	4.1	22.19	2.4
12	31.87	6.1	32.29	7.6	30.72	7.8
13	51.14	11.6	61.66	10.8	—	—
14	57.76	7.7	—	—	—	—
Not able to be leveled	19.18	10.4	—	—	—	—
Professional specialty and technical	20.47	3.5	20.74	4.3	19.64	4.4
Professional specialty	22.17	3.2	23.31	3.8	20.02	4.6
5	14.31	8.9	14.31	8.9	—	—
6	14.08	10.7	16.48	9.6	—	—
7	16.22	9.0	17.96	10.9	—	—
8	19.78	4.4	19.64	6.9	—	—
9	21.25	3.9	21.66	4.5	20.13	7.9
10	33.01	16.6	35.19	17.5	—	—
11	26.32	4.0	29.52	4.5	22.12	2.7
12	30.12	7.4	30.81	8.6	—	—
Engineers, architects, and surveyors	28.94	4.6	29.80	5.1	—	—
9	28.79	4.3	29.23	4.6	—	—
11	33.34	11.2	38.06	5.7	—	—
12	32.09	8.6	35.29	1.8	—	—
Civil engineers	23.79	9.0	24.00	9.6	—	—
Electrical and electronic engineers	29.43	6.2	29.48	6.6	—	—
9	26.35	2.6	—	—	—	—
Engineers, n.e.c.	28.08	9.7	—	—	—	—
Mathematical and computer scientists	31.62	11.1	30.97	11.3	—	—
Computer systems analysts and scientists	32.19	11.0	31.53	11.3	—	—
Natural scientists	—	—	—	—	—	—
Health related	18.84	2.4	18.88	2.5	—	—
9	19.07	2.5	19.07	2.5	—	—
Registered nurses	19.01	2.7	19.05	2.8	—	—
9	18.66	1.3	18.66	1.3	—	—
Teachers, college and university	28.44	10.3	—	—	—	—
Teachers, except college and university	20.71	4.8	17.97	12.8	20.99	5.1
Elementary school teachers	20.85	2.5	—	—	—	—
Secondary school teachers	21.74	2.8	—	—	—	—
Librarians, archivists, and curators	16.35	9.9	—	—	16.35	9.9

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, Orlando, FL, 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						
Librarians, archivists, and curators —Continued						
Librarians	\$16.35	9.9	—	—	\$16.35	9.9
Social scientists and urban planners	—	—	—	—	—	—
Social, recreation, and religious workers	12.56	5.6	—	—	—	—
Social workers	12.65	6.6	—	—	—	—
Lawyers and judges	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	20.21	7.4	\$20.28	7.5	—	—
8	23.61	3.7	23.61	3.7	—	—
Technical	16.92	7.7	17.06	7.9	14.00	5.9
4	10.21	2.9	10.13	2.9	—	—
5	13.73	6.6	13.73	6.6	—	—
6	13.78	3.2	13.78	3.2	—	—
7	15.42	4.2	15.54	4.6	—	—
8	16.85	7.8	16.83	8.6	—	—
9	20.68	4.2	20.68	4.2	—	—
Licensed practical nurses	12.83	2.7	12.83	2.7	—	—
Electrical and electronic technicians	18.35	4.9	18.75	5.3	—	—
7	17.30	4.6	—	—	—	—
Executive, administrative, and managerial	23.86	5.6	24.04	6.7	23.36	10.6
5	12.28	4.6	—	—	—	—
6	16.40	3.5	—	—	—	—
7	18.14	9.8	18.35	9.7	—	—
8	17.64	5.9	17.80	7.5	—	—
9	20.61	5.2	21.94	7.0	18.57	6.2
10	23.84	8.6	—	—	—	—
11	27.75	5.0	28.30	4.3	—	—
12	33.91	9.3	34.04	12.7	—	—
13	52.28	14.0	64.89	10.1	—	—
Executives, administrators, and managers	25.73	7.4	25.47	9.0	26.36	12.5
8	17.07	9.1	—	—	—	—
9	20.43	6.3	20.85	8.6	—	—
11	27.50	5.9	—	—	—	—
12	36.46	6.8	37.79	9.4	—	—
13	50.23	16.5	—	—	—	—
Managers, marketing, advertising, and public relations	22.60	8.4	22.44	8.9	—	—
Administrators, education and related fields	24.11	18.4	21.10	13.8	24.86	22.1
Managers, medicine and health	21.67	15.1	—	—	—	—
Managers and administrators, n.e.c.	22.83	12.6	23.23	13.8	—	—
Management related	20.03	7.3	21.26	9.1	16.30	4.6
6	16.41	3.9	—	—	—	—
9	21.04	9.2	—	—	—	—
Accountants and auditors	19.37	4.9	—	—	—	—
Management analysts	25.94	13.5	25.94	13.5	—	—
Management related, n.e.c.	20.04	13.7	20.75	15.4	—	—
Sales	12.41	10.4	12.41	10.4	—	—
3	7.42	7.7	7.42	7.7	—	—
4	9.18	6.3	9.18	6.3	—	—
5	13.36	6.8	13.36	6.8	—	—
8	20.63	7.3	20.63	7.3	—	—
Supervisors, sales	12.40	6.5	12.40	6.5	—	—
Sales workers, other commodities	9.78	8.4	9.78	8.4	—	—
Cashiers	7.58	5.2	7.58	5.2	—	—
Administrative support, including clerical	10.62	4.4	10.27	5.3	11.98	4.1
1	8.20	6.4	8.20	6.4	—	—
2	8.52	10.5	8.51	10.8	—	—
3	8.64	4.0	8.59	4.3	9.15	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, Orlando, FL, 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						
4	\$10.87	4.6	\$11.03	5.8	\$10.32	3.2
5	12.02	4.4	11.72	5.9	12.57	6.3
6	12.40	3.5	11.66	6.9	12.98	1.8
7	15.73	5.8	15.64	8.5	15.87	6.5
8	20.29	10.8	—	—	—	—
Secretaries	11.68	3.2	11.15	3.2	12.96	7.6
4	10.93	2.8	10.93	3.1	—	—
Typists	11.61	9.3	—	—	—	—
Hotel clerks	7.82	4.5	7.82	4.5	—	—
3	7.98	5.7	7.98	5.7	—	—
Receptionists	7.76	4.5	7.76	4.5	—	—
Bookkeepers, accounting and auditing clerks	11.24	5.0	10.62	6.5	—	—
4	11.00	4.8	9.73	3.3	—	—
Telephone operators	10.33	18.7	10.33	18.7	—	—
Dispatchers	12.21	7.7	—	—	13.10	5.5
Stock and inventory clerks	10.16	12.9	—	—	—	—
General office clerks	10.76	5.8	11.00	7.5	—	—
4	11.38	10.0	12.84	14.4	—	—
Administrative support, n.e.c.	12.19	4.7	—	—	—	—
Blue collar	11.53	3.7	11.32	4.1	13.45	4.1
1	9.11	11.5	9.13	11.7	—	—
2	7.22	8.8	7.17	9.1	—	—
3	8.99	2.4	8.89	2.4	—	—
4	11.30	7.6	11.30	8.5	11.31	6.5
5	10.69	7.1	10.47	8.3	11.70	4.3
6	14.28	4.1	13.82	3.9	17.92	12.2
7	16.65	3.8	16.70	4.4	16.32	5.1
8	20.03	15.7	—	—	—	—
Precision production, craft, and repair	14.56	4.8	14.47	5.6	15.02	5.1
3	9.33	6.0	—	—	—	—
4	8.92	8.1	—	—	—	—
5	12.00	5.3	11.94	6.3	12.27	8.0
6	14.49	5.1	13.89	4.8	—	—
7	16.65	4.3	16.71	4.9	16.32	5.1
Automobile mechanics	15.28	4.4	—	—	—	—
Mechanics and repairers, n.e.c.	13.54	8.6	13.00	10.9	—	—
5	11.99	6.8	11.83	6.9	—	—
7	17.53	11.4	—	—	—	—
Electricians	15.00	8.3	—	—	—	—
Inspectors, testers, and graders	13.38	19.4	—	—	—	—
Machine operators, assemblers, and inspectors	10.24	8.7	10.24	8.7	—	—
1	6.94	3.6	6.94	3.6	—	—
2	5.99	3.8	5.99	3.8	—	—
4	11.68	13.8	11.68	13.8	—	—
Laundering and dry cleaning machine operators	6.64	4.3	6.64	4.3	—	—
1	6.94	3.6	6.94	3.6	—	—
Transportation and material moving	10.05	8.6	9.79	9.8	11.58	3.8
3	9.06	4.6	9.00	4.7	—	—
4	15.62	10.7	—	—	12.22	8.1
5	—	—	—	—	11.18	3.7
Truck drivers	11.83	14.4	11.77	16.1	—	—
Handlers, equipment cleaners, helpers, and laborers	9.53	5.9	9.50	6.2	10.11	7.2
1	9.62	12.6	9.66	12.8	—	—
2	8.47	7.4	—	—	—	—
3	9.04	3.9	9.01	4.0	—	—
4	9.63	5.6	9.62	6.1	—	—
Groundskeepers and gardeners, except farm	8.76	2.6	—	—	—	—

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, Orlando, FL, 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						
Construction laborers	\$8.83	4.4	\$8.72	4.9	—	—
Stock handlers and baggers	8.06	5.6	8.06	5.6	—	—
Service	9.36	4.2	7.83	4.3	\$14.80	3.8
1	6.18	6.7	6.11	6.8	—	—
2	6.69	3.4	6.65	3.6	—	—
3	7.29	4.0	7.25	4.0	—	—
4	8.55	5.0	8.38	5.5	—	—
5	11.40	8.0	—	—	—	—
6	12.09	6.3	—	—	13.36	2.3
7	14.51	9.5	15.35	23.6	14.00	4.4
8	16.39	4.6	—	—	15.87	4.7
9	20.54	4.7	—	—	19.66	4.1
10	19.10	10.0	—	—	19.10	10.0
Protective service	13.26	7.1	7.70	8.1	15.32	3.8
3	7.30	4.5	—	—	—	—
4	7.90	6.5	—	—	—	—
6	13.36	2.3	—	—	13.36	2.3
7	13.11	5.4	—	—	13.69	4.5
8	15.87	4.7	—	—	15.87	4.7
9	19.66	4.1	—	—	19.66	4.1
10	19.10	10.0	—	—	19.10	10.0
Supervisors, firefighters and fire prevention	18.59	12.8	—	—	18.59	12.8
Supervisors, police and detectives	22.19	7.6	—	—	22.19	7.6
Firefighting	13.51	8.0	—	—	13.51	8.0
7	12.86	8.6	—	—	12.86	8.6
Police and detectives, public service	16.38	4.9	—	—	16.38	4.9
7	14.29	5.1	—	—	14.29	5.1
Protective service, n.e.c.	9.26	11.5	—	—	—	—
Food service	7.49	8.3	7.49	8.3	—	—
1	4.96	13.9	4.96	13.9	—	—
2	5.83	6.8	5.83	6.9	—	—
3	7.11	7.0	7.11	7.0	—	—
4	8.25	10.3	8.25	10.3	—	—
Waiters, waitresses, and bartenders	4.34	12.6	4.34	12.6	—	—
1	3.80	12.1	3.80	12.1	—	—
2	5.21	15.7	5.21	15.7	—	—
3	4.35	20.9	4.35	20.9	—	—
Waiters and waitresses	3.32	16.6	3.32	16.6	—	—
Waiters'/Waitresses' assistants	5.29	19.7	5.29	19.7	—	—
1	4.02	15.0	4.02	15.0	—	—
Other food service	9.61	9.4	9.61	9.5	—	—
1	6.51	6.8	6.51	6.8	—	—
2	6.57	3.4	6.58	3.5	—	—
3	8.84	2.3	8.84	2.3	—	—
4	8.70	10.0	8.70	10.0	—	—
Supervisors, food preparation and service	17.86	14.3	17.86	14.3	—	—
Cooks	8.54	6.2	8.54	6.2	—	—
3	9.13	4.8	9.13	4.8	—	—
4	9.19	2.6	9.19	2.6	—	—
Kitchen workers, food preparation	8.65	4.8	8.67	4.8	—	—
Food preparation, n.e.c.	7.56	6.4	7.56	6.4	—	—
Health service	7.92	1.9	7.92	1.9	—	—
3	7.74	1.6	7.74	1.6	—	—
4	8.37	5.0	8.37	5.0	—	—
Health aides, except nursing	8.34	4.4	8.35	4.5	—	—
Nursing aides, orderlies and attendants	7.76	1.7	7.76	1.7	—	—
3	7.70	1.7	7.70	1.7	—	—
Cleaning and building service	7.81	4.0	7.52	3.6	11.37	15.5
1	7.06	3.5	6.97	3.7	—	—
2	7.09	3.3	7.05	3.4	—	—

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, Orlando, FL, 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						
3	\$7.88	4.3	\$7.90	4.5	—	—
Maids and housemen	6.93	3.3	6.93	3.3	—	—
1	6.91	4.2	6.91	4.2	—	—
2	6.72	5.9	6.72	5.9	—	—
Janitors and cleaners	7.86	4.7	7.57	4.5	—	—
1	8.03	6.0	—	—	—	—
2	7.56	7.3	—	—	—	—
3	7.59	5.3	—	—	—	—
Personal service	10.04	14.5	10.07	15.4	—	—

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, PRIVATE INDUSTRY, AND STATE AND LOCAL GOVERNMENT 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, Orlando, FL, 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	\$7.15	5.9	\$7.03	6.1	\$9.88	16.3
All excluding sales	7.27	6.9	7.13	7.2	9.88	16.3
White collar	9.40	6.1	9.29	6.0	—	—
2	7.54	6.3	7.52	6.7	—	—
3	7.12	4.1	7.11	4.2	—	—
4	8.78	12.2	8.78	12.2	—	—
5	9.36	2.6	9.28	2.8	—	—
White collar excluding sales	11.29	11.2	11.28	11.9	—	—
3	8.54	3.9	8.56	4.0	—	—
4	9.95	13.5	9.95	13.5	—	—
Professional specialty and technical	19.62	8.6	19.35	9.1	—	—
Professional specialty	21.46	9.2	21.35	10.1	—	—
Health related	23.71	5.9	23.92	6.0	—	—
Registered nurses	23.92	6.0	23.92	6.0	—	—
Teachers, except college and university	—	—	—	—	—	—
Social scientists and urban planners	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	—	—	—	—	—	—
Technical	—	—	—	—	—	—
Sales	6.48	2.4	6.48	2.4	—	—
3	6.40	4.5	6.40	4.5	—	—
Cashiers	6.29	2.2	6.29	2.2	—	—
Administrative support, including clerical	8.29	2.5	8.36	2.7	—	—
3	8.49	4.5	—	—	—	—
4	9.69	16.7	9.69	16.7	—	—
Blue collar	7.24	5.3	7.08	5.3	—	—
1	6.55	3.9	6.55	3.9	—	—
4	8.18	14.5	8.06	14.9	—	—
Precision production, craft, and repair	—	—	—	—	—	—
Machine operators, assemblers, and inspectors	—	—	—	—	—	—
Transportation and material moving	6.92	8.1	—	—	—	—
Handlers, equipment cleaners, helpers, and laborers	7.29	7.3	7.29	7.3	—	—
1	6.40	4.7	6.40	4.7	—	—
Stock handlers and baggers	5.98	1.9	5.98	1.9	—	—
1	5.96	1.9	5.96	1.9	—	—
Service	5.33	7.7	5.25	7.9	7.67	4.4
1	4.49	18.2	4.37	19.1	—	—
2	5.94	7.5	5.79	8.0	—	—
3	5.46	15.5	5.45	15.6	—	—
Protective service	6.51	2.0	—	—	—	—
Food service	4.61	9.9	4.53	10.0	—	—
1	3.66	26.0	3.38	26.0	—	—
2	5.87	9.1	5.69	9.9	—	—
3	4.58	23.4	4.58	23.4	—	—
Waiters, waitresses, and bartenders	3.13	13.6	3.13	13.6	—	—
3	3.48	28.3	3.48	28.3	—	—
Waiters and waitresses	2.71	13.7	2.71	13.7	—	—
Other food service	7.12	5.8	7.06	6.3	—	—
Health service	—	—	—	—	—	—
Cleaning and building service	—	—	—	—	—	—

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, Orlando, FL, 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						
Personal service	\$7.04	4.9	\$7.04	4.9	—	—

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, PRIVATE INDUSTRY, AND STATE AND LOCAL GOVERNMENT 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, Orlando, FL, 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	\$13.27	\$7.15	\$15.93	\$12.10	\$12.45	\$14.47
All excluding sales	13.34	7.27	15.97	12.21	12.66	12.25
White collar	16.52	9.40	17.62	15.59	15.89	14.41
White-collar excluding sales	17.25	11.29	17.81	16.67	16.97	—
Professional specialty and technical	20.47	19.62	20.10	20.50	20.43	—
Professional specialty	22.17	21.46	19.26	23.08	22.13	—
Technical	16.92	—	—	16.23	16.76	—
Executive, administrative, and managerial	23.86	—	22.92	23.96	23.86	—
Sales	12.41	6.48	—	10.93	9.43	16.63
Administrative support, including clerical	10.62	8.29	11.61	10.19	10.43	—
Blue collar	11.53	7.24	14.29	10.75	10.97	—
Precision production, craft, and repair	14.56	—	15.59	14.20	14.14	—
Machine operators, assemblers, and inspectors	10.24	—	—	10.14	10.22	—
Transportation and material moving	10.05	6.92	—	8.70	9.52	—
Handlers, equipment cleaners, helpers, and laborers	9.53	7.29	9.92	9.14	9.21	—
Service	9.36	5.33	14.63	7.88	8.56	—
	Relative error ⁶ (percent)					
All occupations	3.2	5.9	4.7	3.5	3.1	14.5
All excluding sales	3.3	6.9	4.7	3.6	3.3	15.9
White collar	3.7	6.1	7.1	4.1	3.6	17.2
White-collar excluding sales	3.8	11.2	7.4	4.4	3.7	—
Professional specialty and technical	3.5	8.6	6.7	3.8	3.4	—
Professional specialty	3.2	9.2	5.3	3.4	3.1	—
Technical	7.7	—	—	7.8	7.7	—
Executive, administrative, and managerial	5.6	—	26.0	5.6	5.6	—
Sales	10.4	2.4	—	10.1	6.4	13.0
Administrative support, including clerical	4.4	2.5	8.9	4.2	3.6	—
Blue collar	3.7	5.3	8.6	3.7	3.5	—
Precision production, craft, and repair	4.8	—	7.8	5.3	4.8	—
Machine operators, assemblers, and inspectors	8.7	—	—	9.0	8.7	—
Transportation and material moving	8.6	8.1	—	6.0	7.9	—
Handlers, equipment cleaners, helpers, and laborers	5.9	7.3	8.9	6.1	5.5	—
Service	4.2	7.7	5.7	4.2	4.3	—

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 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, PRIVATE INDUSTRY, AND STATE AND LOCAL GOVERNMENT 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, Orlando, FL, July 1999

Occupational group	Full-time and part-time workers									
	All private industries	Goods-producing industries ³				Service-producing industries ⁴				
		Total	Mining	Con-struction	Manu-factur-ing	Total	Transportation and public utilities	Wholesale and retail trade	Finance, insurance, and real estate	Serv-ices
	Mean									
All occupations	\$11.84	-	-	-	\$17.56	-	\$16.08	-	-	-
All excluding sales	11.92	-	-	-	17.58	-	16.06	-	-	-
White collar	15.38	-	-	-	23.97	-	18.86	-	-	-
White-collar excluding sales	16.56	-	-	-	24.17	-	19.18	-	-	-
Professional specialty and technical	20.66	-	-	-	26.14	-	30.85	-	-	-
Professional specialty	23.15	-	-	-	30.48	-	26.50	-	-	-
Technical	16.89	-	-	-	17.19	-	-	-	-	-
Executive, administrative, and managerial	24.04	-	-	-	31.31	-	-	-	-	-
Sales	11.10	-	-	-	-	-	-	-	-	-
Administrative support, including clerical	10.00	-	-	-	11.78	-	15.58	-	-	-
Blue collar	10.94	-	-	-	12.21	-	13.31	-	-	-
Precision production, craft, and repair	14.37	-	-	-	13.44	-	17.14	-	-	-
Machine operators, assemblers, and inspectors	10.22	-	-	-	11.90	-	-	-	-	-
Transportation and material moving	9.21	-	-	-	-	-	-	-	-	-
Handlers, equipment cleaners, helpers, and laborers	9.17	-	-	-	10.70	-	11.14	-	-	-
Service	7.27	-	-	-	-	-	-	-	-	-
	Relative error ⁵ (percent)									
All occupations	3.8	-	-	-	7.5	-	15.1	-	-	-
All excluding sales	4.0	-	-	-	7.5	-	15.9	-	-	-
White collar	4.5	-	-	-	6.4	-	8.4	-	-	-
White-collar excluding sales	5.0	-	-	-	6.3	-	9.0	-	-	-
Professional specialty and technical	4.1	-	-	-	6.7	-	20.3	-	-	-
Professional specialty	3.7	-	-	-	4.8	-	7.8	-	-	-
Technical	7.9	-	-	-	6.5	-	-	-	-	-
Executive, administrative, and managerial	6.7	-	-	-	13.0	-	-	-	-	-
Sales	9.6	-	-	-	-	-	-	-	-	-
Administrative support, including clerical	4.7	-	-	-	3.3	-	8.6	-	-	-
Blue collar	4.0	-	-	-	7.2	-	18.2	-	-	-
Precision production, craft, and repair	5.6	-	-	-	15.2	-	14.2	-	-	-
Machine operators, assemblers, and inspectors	8.7	-	-	-	8.9	-	-	-	-	-
Transportation and material moving	8.9	-	-	-	-	-	-	-	-	-
Handlers, equipment cleaners, helpers, and laborers	5.8	-	-	-	9.6	-	11.5	-	-	-
Service	4.5	-	-	-	-	-	-	-	-	-

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, 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.

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Table 5-3. Establishment employment size: Mean hourly earnings¹ by occupational group,² private industry, National Compensation Survey, Orlando, FL, 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	\$11.84	\$11.08	\$12.07	\$11.05	\$13.48
All excluding sales	11.92	10.94	12.19	11.05	13.73
White collar	15.38	13.84	15.95	14.87	17.00
White-collar excluding sales	16.56	14.75	17.13	16.04	18.04
Professional specialty and technical	20.66	21.06	20.55	18.90	21.31
Professional specialty	23.15	23.04	23.17	23.72	23.01
Technical	16.89	19.42	15.81	14.59	16.89
Executive, administrative, and managerial	24.04	17.56	26.08	25.14	28.25
Sales	11.10	11.82	10.64	11.09	9.82
Administrative support, including clerical	10.00	9.05	10.32	9.01	11.58
Blue collar	10.94	10.04	11.23	11.05	11.71
Precision production, craft, and repair	14.37	13.73	14.51	13.88	16.77
Machine operators, assemblers, and inspectors	10.22	10.97	10.00	10.24	9.15
Transportation and material moving	9.21	—	9.29	—	10.15
Handlers, equipment cleaners, helpers, and laborers	9.17	8.26	9.59	9.43	10.11
Service	7.27	6.20	7.51	6.76	8.57
Relative error ⁴ (percent)					
All occupations	3.8	10.2	4.0	6.0	5.7
All excluding sales	4.0	11.1	4.1	6.2	6.1
White collar	4.5	12.4	4.5	8.5	4.2
White-collar excluding sales	5.0	15.7	4.7	9.5	4.2
Professional specialty and technical	4.1	11.2	4.2	9.3	4.6
Professional specialty	3.7	13.2	3.7	8.0	4.2
Technical	7.9	12.2	6.9	4.6	11.8
Executive, administrative, and managerial	6.7	5.4	6.5	8.2	10.8
Sales	9.6	17.4	11.8	16.1	12.7
Administrative support, including clerical	4.7	8.1	4.5	3.4	5.9
Blue collar	4.0	8.8	4.7	5.6	8.8
Precision production, craft, and repair	5.6	19.9	5.5	7.1	7.6
Machine operators, assemblers, and inspectors	8.7	15.9	10.2	11.4	17.6
Transportation and material moving	8.9	—	11.4	—	17.3
Handlers, equipment cleaners, helpers, and laborers	5.8	6.0	7.1	9.3	5.7
Service	4.5	12.7	4.7	4.1	8.2

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

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.

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

Occupation ³	10	25	Median 50	75	90
All	\$6.23	\$7.50	\$10.02	\$15.79	\$22.08
All excluding sales	6.20	7.60	10.11	15.86	22.30
White collar	7.43	9.14	13.29	19.86	27.42
White collar excluding sales	7.90	10.00	14.42	20.14	28.27
Professional specialty and technical	11.92	14.42	19.28	24.15	31.49
Professional specialty	13.24	16.61	19.91	25.42	33.35
Engineers, architects, and surveyors	19.50	23.62	27.48	34.54	37.26
Civil engineers	19.23	19.28	19.50	20.66	34.25
Electrical and electronic engineers	22.19	26.08	27.38	34.40	35.60
Engineers, n.e.c.	22.81	24.15	24.67	35.94	35.94
Mathematical and computer scientists	21.90	25.42	28.27	31.49	54.33
Computer systems analysts and scientists	24.28	25.42	28.27	31.49	54.33
Natural scientists	—	—	—	—	—
Health related	16.40	17.81	18.80	19.86	24.56
Registered nurses	16.59	17.84	18.80	19.86	24.56
Teachers, college and university	13.00	27.01	28.28	35.02	44.67
Teachers, except college and university	13.45	19.82	20.77	22.31	23.23
Elementary school teachers	19.27	19.91	20.77	22.49	22.88
Secondary school teachers	19.82	20.04	21.78	22.46	22.46
Librarians, archivists, and curators	9.60	14.18	15.50	21.96	21.96
Librarians	9.60	14.18	15.50	21.96	21.96
Social scientists and urban planners	—	—	—	—	—
Social, recreation, and religious workers	10.00	10.70	12.16	13.24	15.56
Social workers	10.00	10.70	12.16	13.46	15.56
Lawyers and judges	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	13.35	14.02	15.80	23.76	28.42
Technical	10.02	12.21	14.87	20.05	21.37
Licensed practical nurses	10.52	12.00	12.99	13.31	13.70
Electrical and electronic technicians	14.42	14.87	18.15	20.14	20.69
Executive, administrative, and managerial	13.77	15.79	20.26	27.42	35.32
Executives, administrators, and managers	12.42	16.87	22.54	29.91	43.63
Managers, marketing, advertising, and public relations	15.51	15.51	25.00	26.15	26.15
Administrators, education and related fields	10.92	13.65	23.97	26.56	33.33
Managers, medicine and health	14.32	15.79	15.79	27.08	31.20
Managers and administrators, n.e.c.	12.42	14.00	19.86	27.42	43.63
Management related	13.77	15.08	17.33	21.30	28.30
Accountants and auditors	17.18	18.32	18.61	19.23	25.75
Management analysts	16.89	16.89	23.92	28.47	35.32
Management related, n.e.c.	13.77	14.81	17.33	21.30	28.30
Sales	6.29	6.72	9.05	13.25	21.35
Supervisors, sales	10.90	10.95	11.25	14.48	17.36
Sales workers, other commodities	5.96	7.26	7.44	11.92	14.42
Cashiers	5.51	6.33	6.72	7.81	9.05
Administrative support, including clerical	7.50	8.00	9.43	11.27	15.17
Secretaries	9.24	9.94	10.95	12.61	13.74
Typists	9.50	9.84	10.50	10.87	14.90
Hotel clerks	6.95	7.42	7.62	7.90	9.21
Receptionists	6.70	7.11	8.00	8.36	8.63
Library clerks	5.71	8.23	8.53	10.64	11.18
Records clerks, n.e.c.	6.44	6.44	8.53	10.75	16.09
Bookkeepers, accounting and auditing clerks	8.45	9.01	10.76	12.50	13.57
Telephone operators	6.75	6.78	7.75	15.79	15.79
Dispatchers	9.33	9.33	13.45	14.33	15.31
Stock and inventory clerks	8.05	8.05	9.50	12.61	13.41
General office clerks	7.68	8.13	9.67	10.84	13.92
Data entry keyers	7.50	8.63	8.63	11.20	11.54
Teachers' aides	7.60	7.90	8.10	8.24	8.77
Administrative support, n.e.c.	8.79	10.86	11.10	13.29	13.29
Blue collar	6.58	8.07	9.91	13.46	17.99
Precision production, craft, and repair	8.75	10.63	14.07	17.99	20.47
Automobile mechanics	13.72	14.07	16.00	16.00	16.00

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, Orlando, FL, July 1999 — Continued

Occupation ³	10	25	Median 50	75	90
Blue collar —Continued					
Precision production, craft, and repair —Continued					
Mechanics and repairers, n.e.c.	\$9.60	\$10.63	\$12.65	\$15.03	\$19.30
Electricians	12.25	12.56	12.99	15.21	22.27
Inspectors, testers, and graders	8.35	8.35	10.55	15.86	26.75
Machine operators, assemblers, and inspectors					
Laundering and dry cleaning machine operators	6.15	7.04	8.97	11.70	16.75
	5.68	5.68	6.50	7.04	7.78
Transportation and material moving					
Truck drivers	6.50	7.02	8.79	10.93	13.39
	8.47	8.79	8.79	12.45	21.17
Handlers, equipment cleaners, helpers, and laborers					
Groundskeepers and gardeners, except farm	6.21	7.61	8.84	10.20	13.46
Construction laborers	8.32	8.35	8.65	8.99	8.99
Stock handlers and baggers	7.00	8.07	8.84	8.84	10.58
Freight, stock, and material handlers, n.e.c.	5.96	6.18	7.58	8.50	9.25
Laborers, except construction, n.e.c.	6.60	7.47	8.50	11.23	12.50
	7.54	9.05	13.46	13.46	13.46
Service					
Protective service	3.07	6.23	7.44	9.75	15.00
Supervisors, firefighters and fire prevention	6.80	7.60	12.36	15.16	19.47
Supervisors, police and detectives	12.05	13.65	16.12	25.62	25.62
Firefighting	11.62	19.46	23.50	25.52	28.58
Police and detectives, public service	8.88	10.41	13.35	17.95	18.05
Protective service, n.e.c.	12.54	12.99	16.80	17.82	22.08
Food service	6.20	6.35	7.58	8.42	13.53
Waiters, waitresses, and bartenders	2.13	3.07	6.48	8.19	10.00
Bartenders	2.13	2.13	3.07	5.29	7.07
Waiters/waitresses	4.50	4.50	4.53	5.29	5.63
Waiters/Waitresses' assistants	2.13	2.13	2.13	3.09	6.44
Other food service	3.07	3.07	5.27	7.07	7.86
Supervisors, food preparation and service	6.00	6.50	7.90	9.34	12.25
Cooks	8.19	12.25	18.76	22.93	22.93
Kitchen workers, food preparation	6.50	7.12	8.60	9.75	10.50
Food preparation, n.e.c.	6.30	7.37	7.90	9.20	9.34
Health service	6.06	7.08	7.50	7.57	8.59
Health aides, except nursing	7.00	7.41	8.00	8.47	9.00
Nursing aides, orderlies and attendants	7.22	7.22	8.32	8.70	9.37
Cleaning and building service	7.00	7.41	7.75	8.08	8.56
Maids and housemen	6.00	6.27	6.93	8.02	10.70
Janitors and cleaners	6.00	6.09	6.75	7.87	8.02
Personal service	5.50	6.42	7.42	8.35	8.80
Attendants, amusement, and recreation facilities	6.07	6.56	7.40	9.78	16.70
Service, n.e.c.	6.25	6.56	7.05	7.05	9.78
	4.33	4.95	7.50	9.62	10.08

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, PRIVATE INDUSTRY, AND STATE AND LOCAL GOVERNMENT 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, Orlando, FL, July 1999

Occupation ³	Private industry				
	10	25	Median 50	75	90
All	\$6.07	\$7.05	\$9.12	\$14.42	\$21.17
All excluding sales	6.06	7.14	9.16	14.62	21.10
White collar	6.92	8.63	12.59	19.42	27.42
White collar excluding sales	7.67	9.36	14.00	20.05	28.61
Professional specialty and technical	12.00	14.27	19.16	24.35	32.00
Professional specialty	14.02	17.81	19.86	28.27	34.46
Engineers, architects, and surveyors	19.50	22.19	32.54	35.03	44.14
Civil engineers	17.83	19.28	19.50	19.50	45.98
Electrical and electronic engineers	22.19	26.08	27.38	34.40	35.60
Mathematical and computer scientists	20.70	25.42	28.27	29.96	54.33
Computer systems analysts and scientists	24.28	25.42	28.27	29.96	54.33
Natural scientists	—	—	—	—	—
Health related	16.59	17.81	18.80	19.86	24.56
Registered nurses	16.59	17.84	18.80	19.86	24.56
Teachers, college and university	—	—	—	—	—
Teachers, except college and university	12.30	13.45	17.41	20.47	25.82
Social scientists and urban planners	—	—	—	—	—
Social, recreation, and religious workers	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	13.35	14.27	15.80	23.76	28.42
Technical	10.02	12.39	15.35	20.05	24.06
Licensed practical nurses	10.52	12.00	12.99	13.31	13.70
Electrical and electronic technicians	14.42	16.79	20.06	20.14	21.37
Executive, administrative, and managerial	13.77	16.89	21.30	27.42	32.92
Executives, administrators, and managers	12.42	17.52	25.00	29.91	33.33
Managers, marketing, advertising, and public relations	15.51	15.51	25.00	26.15	26.15
Administrators, education and related fields	11.00	16.87	19.71	28.55	33.33
Managers and administrators, n.e.c.	12.42	12.42	22.54	27.42	47.08
Management related	14.25	16.89	18.27	22.07	28.47
Management analysts	16.89	16.89	23.92	28.47	35.32
Management related, n.e.c.	13.77	14.81	17.33	21.30	28.30
Sales	6.29	6.72	9.05	13.25	21.35
Supervisors, sales	10.90	10.95	11.25	14.48	17.36
Sales workers, other commodities	5.96	7.26	7.44	11.92	14.42
Cashiers	5.51	6.33	6.72	7.81	9.05
Administrative support, including clerical	7.19	7.74	9.16	10.95	14.90
Secretaries	9.13	9.43	10.95	12.00	12.88
Hotel clerks	6.95	7.42	7.62	7.90	9.21
Receptionists	6.70	7.11	8.00	8.36	8.63
Bookkeepers, accounting and auditing clerks	8.45	8.75	9.41	10.76	13.39
Telephone operators	6.75	6.78	7.75	15.79	15.79
General office clerks	7.66	8.13	9.16	10.91	13.92
Data entry keyers	7.50	8.63	8.63	11.20	11.54
Administrative support, n.e.c.	8.79	8.79	10.86	10.86	11.10
Blue collar	6.53	7.75	9.25	13.46	17.99
Precision production, craft, and repair	8.65	10.63	14.07	17.99	19.70
Mechanics and repairers, n.e.c.	8.65	10.63	10.90	15.07	19.30
Machine operators, assemblers, and inspectors	6.15	7.04	8.97	11.70	16.75
Laundering and dry cleaning machine operators	5.68	5.68	6.50	7.04	7.78
Transportation and material moving	6.50	7.02	7.44	9.43	13.84
Truck drivers	8.47	8.79	8.79	11.22	21.17
Handlers, equipment cleaners, helpers, and laborers	6.21	7.58	8.84	10.20	13.46
Construction laborers	7.00	8.07	8.84	8.84	10.58
Stock handlers and baggers	5.96	6.18	7.58	8.50	9.25
Freight, stock, and material handlers, n.e.c.	6.60	7.47	8.50	11.23	12.50
Service	2.57	6.02	6.87	8.11	10.00

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, Orlando, FL, July 1999 — Continued

Occupation ³	Private industry				
	10	25	Median 50	75	90
Service —Continued					
Protective service	\$6.35	\$6.64	\$6.80	\$7.66	\$10.67
Food service	2.13	3.07	6.48	8.19	10.00
Waiters, waitresses, and bartenders	2.13	2.13	3.07	5.29	7.07
Bartenders	4.50	4.50	4.53	5.29	5.63
Waiters and waitresses	2.13	2.13	2.13	3.09	6.44
Waiters/Waitresses' assistants	3.07	3.07	5.27	7.07	7.86
Other food service	6.00	6.50	7.90	9.34	12.25
Supervisors, food preparation and service	8.19	12.25	18.76	22.93	22.93
Cooks	6.50	7.12	8.60	9.75	10.50
Kitchen workers, food preparation	6.30	7.37	7.90	9.20	9.34
Food preparation, n.e.c.	6.06	7.00	7.50	7.50	8.59
Health service	7.00	7.41	8.00	8.47	9.00
Health aides, except nursing	7.22	7.22	8.32	8.70	9.37
Nursing aides, orderlies and attendants	7.00	7.41	7.75	8.08	8.56
Cleaning and building service	5.84	6.15	6.86	8.02	8.72
Maids and housemen	6.00	6.09	6.75	7.87	8.02
Janitors and cleaners	5.50	6.42	6.93	8.16	8.72
Personal service	6.07	6.56	7.40	9.78	16.70
Attendants, amusement, and recreation facilities	6.25	6.56	7.05	7.05	9.78
Service, n.e.c.	4.33	4.95	7.50	9.62	10.08

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, PRIVATE INDUSTRY, AND STATE AND LOCAL GOVERNMENT 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, Orlando, FL, July 1999

Occupation ³	State and local government				
	10	25	Median 50	75	90
All	\$9.24	\$11.35	\$14.32	\$19.27	\$23.97
All excluding sales	9.24	11.35	14.32	19.27	23.97
White collar	9.60	11.72	15.62	21.78	25.38
White collar excluding sales	9.60	11.72	15.62	21.78	25.38
Professional specialty and technical	11.92	15.56	19.91	22.46	24.67
Professional specialty	12.09	15.56	20.04	22.46	25.38
Engineers, architects, and surveyors	-	-	-	-	-
Mathematical and computer scientists	-	-	-	-	-
Natural scientists	-	-	-	-	-
Health related	-	-	-	-	-
Teachers, college and university	-	-	-	-	-
Teachers, except college and university	19.27	19.91	21.25	22.31	22.88
Librarians, archivists, and curators	9.60	14.18	15.50	21.96	21.96
Librarians	9.60	14.18	15.50	21.96	21.96
Social scientists and urban planners	-	-	-	-	-
Social, recreation, and religious workers	-	-	-	-	-
Lawyers and judges	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	-	-	-	-	-
Technical	11.36	11.60	14.22	14.87	16.10
Executive, administrative, and managerial	13.65	15.76	19.70	26.56	49.03
Executives, administrators, and managers	14.32	16.76	22.14	33.66	49.03
Administrators, education and related fields	10.92	13.65	23.97	26.56	68.25
Management related	12.68	13.98	15.76	17.84	20.06
Administrative support, including clerical	8.23	9.50	10.64	13.29	15.31
Secretaries	9.94	10.46	11.94	13.21	20.11
Dispatchers	9.54	11.50	13.73	15.31	15.31
Blue collar	9.35	10.46	12.25	15.21	17.40
Precision production, craft, and repair	10.38	12.25	14.50	16.09	22.82
Transportation and material moving	9.46	10.47	11.35	12.17	12.88
Handlers, equipment cleaners, helpers, and laborers	7.86	8.65	9.86	10.89	13.76
Service	8.67	11.62	13.74	17.36	22.08
Protective service	9.40	12.36	14.32	17.82	22.08
Supervisors, firefighters and fire prevention	12.05	13.65	16.12	25.62	25.62
Supervisors, police and detectives	11.62	19.46	23.50	25.52	28.58
Firefighting	8.88	10.41	13.35	17.95	18.05
Police and detectives, public service	12.54	12.99	16.80	17.82	22.08
Protective service, n.e.c.	7.85	8.42	8.42	13.53	13.53
Food service	-	-	-	-	-
Other food service	-	-	-	-	-
Health service	-	-	-	-	-
Cleaning and building service	7.47	7.94	10.70	16.70	16.70
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.

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

Occupation ³	10	25	Median 50	75	90
All	\$6.64	\$7.90	\$10.86	\$16.59	\$22.88
All excluding sales	6.64	7.94	10.80	16.70	22.92
White collar	7.63	10.00	14.18	20.05	28.01
White collar excluding sales	8.00	10.46	15.17	20.47	28.47
Professional specialty and technical	11.92	14.50	19.28	24.06	31.41
Professional specialty	13.24	16.61	20.03	24.67	34.25
Engineers, architects, and surveyors	19.50	23.62	27.48	34.54	37.26
Civil engineers	19.23	19.28	19.50	20.66	34.25
Electrical and electronic engineers	22.19	26.08	27.38	34.40	35.60
Engineers, n.e.c.	22.81	24.15	24.67	35.94	35.94
Mathematical and computer scientists	21.90	25.42	28.27	31.49	54.33
Computer systems analysts and scientists	24.28	25.42	28.27	31.49	54.33
Natural scientists	-	-	-	-	-
Health related	16.40	16.61	18.50	19.61	24.35
Registered nurses	16.59	17.81	18.80	19.61	24.35
Teachers, college and university	13.00	27.01	28.28	35.02	44.67
Teachers, except college and university	13.45	19.82	20.77	22.31	23.23
Elementary school teachers	19.27	19.91	20.77	22.49	22.88
Secondary school teachers	19.82	20.04	21.78	22.46	22.46
Librarians, archivists, and curators	9.60	14.18	15.50	21.96	21.96
Librarians	9.60	14.18	15.50	21.96	21.96
Social scientists and urban planners	-	-	-	-	-
Social, recreation, and religious workers	10.00	10.70	12.16	13.24	15.56
Social workers	10.00	10.70	12.16	13.46	15.56
Lawyers and judges	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	13.35	14.27	20.41	23.76	28.42
Technical	10.02	12.75	15.35	20.05	24.06
Licensed practical nurses	11.35	12.00	12.99	13.31	13.70
Electrical and electronic technicians	14.42	14.87	18.15	20.14	20.69
Executive, administrative, and managerial	13.77	15.79	20.26	27.42	35.32
Executives, administrators, and managers	12.42	16.87	22.54	29.91	43.63
Managers, marketing, advertising, and public relations	15.51	15.51	25.00	26.15	26.15
Administrators, education and related fields	10.92	13.65	23.97	26.56	33.33
Managers, medicine and health	14.32	15.79	15.79	27.08	31.20
Managers and administrators, n.e.c.	12.42	14.00	19.86	27.42	43.63
Management related	13.77	15.08	17.33	21.30	28.30
Accountants and auditors	17.18	18.32	18.61	19.23	25.75
Management analysts	16.89	16.89	23.92	28.47	35.32
Management related, n.e.c.	13.77	14.81	17.33	21.30	28.30
Sales	6.65	7.44	10.95	14.99	22.06
Supervisors, sales	10.90	10.95	11.25	14.48	17.36
Sales workers, other commodities	7.12	7.44	7.44	11.95	14.99
Cashiers	6.55	6.72	6.88	9.05	9.05
Administrative support, including clerical	7.50	8.05	9.78	11.80	15.74
Secretaries	9.43	9.94	10.95	12.88	13.74
Typists	9.50	9.86	10.59	14.90	14.90
Hotel clerks	6.95	7.42	7.62	7.90	9.21
Receptionists	6.50	7.11	8.00	8.30	10.16
Bookkeepers, accounting and auditing clerks	8.50	9.41	11.50	12.59	13.57
Telephone operators	6.75	6.78	9.36	15.79	15.79
Dispatchers	9.33	9.33	13.45	14.33	15.31
Stock and inventory clerks	8.05	8.05	8.41	13.41	13.41
General office clerks	8.94	9.16	10.01	10.91	13.92
Administrative support, n.e.c.	10.86	10.86	12.94	13.29	13.29
Blue collar	7.25	8.40	10.24	13.89	18.29
Precision production, craft, and repair	8.75	10.72	14.08	17.99	20.47
Automobile mechanics	13.72	14.07	16.00	16.00	16.00
Mechanics and repairers, n.e.c.	9.60	10.63	12.65	15.03	19.30
Electricians	12.25	12.56	12.99	15.21	22.27
Inspectors, testers, and graders	8.35	8.35	10.55	15.86	26.75

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, Orlando, FL, July 1999 — Continued**

Occupation ³	10	25	Median 50	75	90
Blue collar —Continued					
Machine operators, assemblers, and inspectors	\$6.15	\$7.04	\$8.97	\$11.70	\$16.75
Laundering and dry cleaning machine operators	5.68	5.68	6.50	7.04	7.78
Transportation and material moving	6.58	7.44	8.79	11.35	13.84
Truck drivers	8.47	8.79	8.79	12.45	21.17
Handlers, equipment cleaners, helpers, and laborers	7.25	8.07	8.86	10.50	13.46
Groundskeepers and gardeners, except farm	8.32	8.35	8.65	8.99	8.99
Construction laborers	7.00	8.07	8.84	8.84	10.58
Stock handlers and baggers	6.25	7.58	8.47	9.04	9.25
Service	5.15	6.64	7.87	10.67	16.70
Protective service	6.80	8.67	12.78	15.83	20.52
Supervisors, firefighters and fire prevention	12.05	13.65	16.12	25.62	25.62
Supervisors, police and detectives	11.62	19.46	23.50	25.52	28.58
Firefighting	9.16	10.41	13.35	17.95	18.05
Police and detectives, public service	12.54	12.99	16.80	17.82	22.08
Protective service, n.e.c.	7.58	7.85	8.42	8.71	13.53
Food service	3.05	4.53	7.08	8.85	10.67
Waiters, waitresses, and bartenders	2.13	3.05	3.15	6.52	7.07
Waiters and waitresses	2.13	2.13	2.51	3.15	6.87
Waiters/Waitresses' assistants	3.07	3.07	5.27	7.07	7.86
Other food service	6.00	7.37	8.59	9.75	18.76
Supervisors, food preparation and service	8.19	12.25	18.76	22.93	22.93
Cooks	6.00	7.38	8.60	9.75	10.67
Kitchen workers, food preparation	7.37	7.90	9.20	9.20	9.34
Food preparation, n.e.c.	6.06	7.00	7.14	7.50	8.59
Health service	7.00	7.22	7.75	8.32	8.56
Health aides, except nursing	7.22	7.22	8.32	8.47	9.37
Nursing aides, orderlies and attendants	7.00	7.14	7.75	8.08	8.50
Cleaning and building service	6.09	6.41	7.22	8.02	10.73
Maids and housemen	6.00	6.09	6.75	7.87	8.02
Janitors and cleaners	6.42	6.93	7.89	8.72	9.35
Personal service	4.95	6.56	9.53	9.78	16.70

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, PRIVATE INDUSTRY, AND STATE AND LOCAL GOVERNMENT 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, Orlando, FL, July 1999

Occupation ³	10	25	Median 50	75	90
All	\$2.13	\$5.70	\$6.49	\$8.13	\$10.30
All excluding sales	2.13	5.50	6.50	8.36	10.50
White collar	5.75	6.49	7.77	8.95	18.38
White collar excluding sales	6.87	7.90	8.63	11.25	19.86
Professional specialty and technical	11.25	14.02	19.51	25.38	32.00
Professional specialty	14.02	14.82	19.84	26.15	32.00
Health related	18.38	19.51	19.86	32.00	32.00
Registered nurses	18.38	19.51	19.86	32.00	32.00
Teachers, except college and university	-	-	-	-	-
Social scientists and urban planners	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	-	-	-	-	-
Technical	-	-	-	-	-
Sales	5.49	6.13	6.33	6.80	7.50
Cashiers	5.49	6.03	6.33	6.49	6.92
Administrative support, including clerical	6.70	7.68	8.13	8.79	9.50
Blue collar	5.72	5.96	6.18	7.10	10.47
Precision production, craft, and repair	-	-	-	-	-
Machine operators, assemblers, and inspectors	-	-	-	-	-
Transportation and material moving	5.72	5.72	7.02	7.02	10.46
Handlers, equipment cleaners, helpers, and laborers	5.25	5.96	6.07	8.50	12.35
Stock handlers and baggers	5.25	5.96	6.07	6.18	6.20
Service	2.13	2.13	6.23	6.66	8.20
Protective service	6.20	6.20	6.35	6.35	7.00
Food service	2.13	2.13	5.00	6.48	7.44
Waiters, waitresses, and bartenders	2.13	2.13	2.13	3.35	6.40
Waiters and waitresses	2.13	2.13	2.13	2.13	6.40
Other food service	5.90	6.30	6.50	7.57	10.50
Health service	-	-	-	-	-
Cleaning and building service	-	-	-	-	-
Personal service	6.25	6.25	6.78	7.05	7.50

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, PRIVATE INDUSTRY, AND STATE AND LOCAL GOVERNMENT 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 Orlando, FL, Metropolitan Statistical Area includes Lake, Orange, Osceola, and Seminole 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 em-

ployment sampling at each stage. The first stage of sample selection was a probability sample of establishments. The sample of establishments was drawn by first stratifying the sampling frame by industry and ownership. The number of sample establishments allocated to each stratum is approximately proportional to the stratum employment. Each sampled establishment is selected within a stratum with a probability proportional to its employment. Use of this technique means that the larger an establishment's employment, the greater its chance of selection. Weights were applied to each establishment when the data were tabulated so that it represents similar units (by industry and employment size) in the economy that were not selected for collection. 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 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	296
Responding	169
Out of business or not in survey scope	13
Unable or refused to pro- vide data	114

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, Orlando, FL, July 1999**

Occupational group	Full-time and part-time workers		
	Total	Private industry	State and local government
All occupations	364,500	307,600	56,900
All excluding sales	333,300	276,400	56,900
White collar	164,600	133,600	31,000
White-collar excluding sales	133,400	102,400	31,000
Professional specialty and technical	53,100	39,600	13,500
Professional specialty	36,900	24,100	12,800
Technical	16,200	15,400	700
Executive, administrative, and managerial	23,200	16,600	6,700
Sales	31,200	31,200	–
Administrative support, including clerical	57,100	46,300	10,800
Blue collar	81,700	74,200	7,500
Precision production, craft, and repair	25,300	21,100	4,100
Machine operators, assemblers, and inspectors	12,300	12,300	–
Transportation and material moving	16,500	14,200	2,300
Handlers, equipment cleaners, helpers, and laborers	27,500	26,600	1,000
Service	118,200	99,700	18,400

¹ The number of workers represented by the survey are rounded to the nearest 100. Estimates of the number of workers provide a description of size and composition of the labor force included in the survey. Estimates are not intended, however, for comparison to other statistical series to measure employment trends or levels. 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, PRIVATE INDUSTRY, AND STATE AND LOCAL GOVERNMENT 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, Orlando, FL, 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	2,200	169	42	127	73	54
Private industry	2,100	141	41	100	61	39
Goods-producing industries	300	23	5	18	11	7
Mining	(³)	1	1	-	-	-
Construction	100	5	-	5	5	-
Manufacturing	200	17	4	13	6	7
Service-producing industries	1,800	118	36	82	50	32
Transportation and public utilities	100	12	-	12	5	7
Wholesale and retail trade	800	26	11	15	13	2
Finance, insurance and real estate	200	6	2	4	2	2
Services	700	74	23	51	30	21
State and local government	100	28	1	27	12	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, Orlando, FL, July 1999**

Occupation ²	All workers	Full-time workers	Part-time workers
All	4	4	3
All excluding sales	4	4	3
White collar	5	6	3
White collar excluding sales	6	7	2
Professional specialty and technical	9	9	9
Professional specialty	9	9	9
Engineers, architects, and surveyors	9	9	—
Civil engineers	7	7	—
Electrical and electronic engineers	9	9	—
Engineers, n.e.c.	12	12	—
Mathematical and computer scientists	10	10	—
Computer systems analysts and scientists	10	10	—
Natural scientists	—	—	—
Health related	9	9	9
Registered nurses	9	9	9
Teachers, college and university	11	11	—
Teachers, except college and university	8	9	—
Elementary school teachers	11	11	—
Secondary school teachers	11	11	—
Librarians, archivists, and curators	9	9	—
Librarians	9	9	—
Social scientists and urban planners	—	—	—
Social, recreation, and religious workers	7	7	—
Social workers	7	7	—
Lawyers and judges	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	6	8	—
Technical	7	7	—
Licensed practical nurses	6	6	—
Electrical and electronic technicians	7	7	—
Executive, administrative, and managerial	9	9	—
Executives, administrators, and managers	9	9	—
Managers, marketing, advertising, and public relations	9	9	—
Administrators, education and related fields	9	9	—
Managers, medicine and health	9	9	—
Managers and administrators, n.e.c.	8	8	—
Management related	8	8	—
Accountants and auditors	8	8	—
Management analysts	9	9	—
Management related, n.e.c.	7	7	—
Sales	3	4	3
Supervisors, sales	5	5	—
Sales workers, other commodities	4	4	—
Cashiers	2	3	2
Administrative support, including clerical	4	4	2
Secretaries	4	4	—
Typists	4	4	—
Hotel clerks	3	3	—
Receptionists	2	3	—
Library clerks	4	—	—
Records clerks, n.e.c.	3	—	—
Bookkeepers, accounting and auditing clerks	4	4	—
Telephone operators	2	2	—
Dispatchers	5	5	—
Stock and inventory clerks	4	4	—
General office clerks	3	4	—
Data entry keyers	3	—	—
Teachers' aides	4	—	—
Administrative support, n.e.c.	5	6	—
Blue collar	4	4	1
Precision production, craft, and repair	6	6	—
Automobile mechanics	7	7	—

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, Orlando, FL, July 1999** — Continued

Occupation ²	All workers	Full-time workers	Part-time workers
Blue collar —Continued			
Precision production, craft, and repair —Continued			
Mechanics and repairers, n.e.c.	5	5	—
Electricians	7	7	—
Inspectors, testers, and graders	6	6	—
Machine operators, assemblers, and inspectors			
Laundry and dry cleaning machine operators	1	1	—
Transportation and material moving			
Truck drivers	3	3	—
Handlers, equipment cleaners, helpers, and laborers			
Groundskeepers and gardeners, except farm	3	3	—
Construction laborers	1	1	—
Stock handlers and baggers	1	3	1
Freight, stock, and material handlers, n.e.c.	3	—	—
Laborers, except construction, n.e.c.	1	—	—
Service			
Protective service	6	7	3
Supervisors, firefighters and fire prevention	10	10	—
Supervisors, police and detectives	10	10	—
Firefighting	7	7	—
Police and detectives, public service	8	8	—
Protective service, n.e.c.	3	3	—
Food service			
Waiters, waitresses, and bartenders	3	2	3
Bartenders	3	—	—
Waiters and waitresses	3	3	3
Waiters/Waitresses' assistants	2	1	—
Other food service	3	3	3
Supervisors, food preparation and service	8	8	—
Cooks	3	3	—
Kitchen workers, food preparation	3	3	—
Food preparation, n.e.c.	1	1	—
Health service			
Health aides, except nursing	4	4	—
Nursing aides, orderlies and attendants	3	3	—
Cleaning and building service			
Maids and housemen	1	1	—
Janitors and cleaners	2	2	—
Personal service			
Attendants, amusement, and recreation facilities	3	—	—
Service, n.e.c.	1	—	—

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.