

Milwaukee–Racine–Waukesha, WI National Compensation Survey October 2007



U.S. Department of Labor
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Preface

Data shown in this bulletin were collected as part of the Bureau of Labor Statistics (BLS) National Compensation Survey (NCS). The survey could not have been conducted without the cooperation of the many private establishments and government agencies that provided pay data included in this bulletin. The Bureau thanks these respondents for their cooperation.

Field economists of the Bureau of Labor Statistics collected and reviewed the survey data. The Office of Compensation and Working Conditions, in cooperation with the Office of Field Operations and the Office of Technology and Survey Processing in the BLS National Office, designed the survey, processed the data, and prepared the survey for publication.

For additional information regarding this survey, please contact any BLS regional office at the address and telephone number listed on the back cover of this bulletin. You may also write to the Bureau of Labor Statistics at:

Division of Compensation Data Analysis and Planning, 2 Massachusetts Avenue, NE., Room 4175, Washington, DC 20212-0001, call (202) 691-6199, or send an e-mail to NCSinfo@bls.gov.

The data contained in this bulletin are also available at <http://www.bls.gov/ncs/ocs/compub.htm>, the BLS Internet site. Data are presented in a Portable Document Format (PDF) file containing the core bulletin, and in an ASCII file containing the published table formats.

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

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Introduction

The tables in this bulletin summarize the NCS results for the Milwaukee–Racine–Waukesha, WI, Combined Statistical Area (CSA). Data were collected between March 2007 and April 2008; the average reference month is October 2007. Tabulations provide information on earnings of workers in a variety of occupations and at different work levels. Also contained in this bulletin are information on the program, a technical note describing survey procedures, and an appendix with detailed information on occupational classifications.

Most of the earnings estimates in this bulletin are presented as mean hourly earnings. Mean weekly and annual earnings, and the corresponding hours, also are provided for full-time employees in specific occupations. Some occupations, such as teachers and fire fighters, typically have shorter or longer work schedules than do the majority of full-time workers. The weekly and annual estimates are useful for comparing the earnings of occupations having different work schedules.

NCS products

The Bureau's National Compensation Survey provides comprehensive measures of occupational earnings, compensation cost trends, benefit incidence, and detailed plan provisions. The Employment Cost Index, a quarterly measure of the change in employer costs for wages and benefits, is derived from the NCS. Employer Costs for Employee Compensation measures employers' average hourly costs for wages and benefits. NCS also measures the incidence and provisions of benefit plans. This bulletin is limited to data on occupational wages and salaries.

Changes to the publications

The locality wage publications are undergoing a number of significant changes. Please see the bulletins published between September 2006 and July 2007 for information on earlier changes.

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

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

About the tables

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

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

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

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

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

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

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

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

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

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

Table 1. Summary: Mean hourly earnings¹ and weekly hours for selected worker and establishment characteristics, Milwaukee-Racine-Waukesha, WI CSA, October 2007

Worker and establishment characteristics	Civilian workers			Private industry workers			State and local government workers		
	Hourly earnings		Mean weekly hours ³	Hourly earnings		Mean weekly hours ³	Hourly earnings		Mean weekly hours ³
	Mean	Relative error ² (percent)		Mean	Relative error ² (percent)		Mean	Relative error ² (percent)	
All workers	\$20.67	4.6	35.1	\$20.22	5.2	34.9	\$25.47	1.7	37.1
Worker characteristics^{4,5}									
Management, professional, and related	31.21	1.8	38.2	31.15	2.1	38.5	31.53	2.6	36.5
Management, business, and financial	35.89	4.9	39.7	36.31	5.1	39.7	28.77	12.2	38.5
Professional and related	29.47	1.7	37.6	28.92	2.2	37.9	31.84	3.5	36.3
Service	11.39	4.8	27.7	9.99	6.8	26.6	19.74	2.2	37.7
Sales and office	17.55	17.1	33.9	17.62	17.9	33.8	16.18	1.1	37.3
Sales and related	25.04	44.1	29.7	25.04	44.1	29.7	-	-	-
Office and administrative support	15.24	3.2	35.5	15.17	3.5	35.4	16.18	1.1	37.3
Natural resources, construction, and maintenance	22.12	3.3	40.0	22.13	3.5	40.1	22.01	1.5	38.0
Construction and extraction	23.52	5.5	39.8	23.63	6.2	40.0	22.13	2.2	37.6
Installation, maintenance, and repair	20.06	4.6	40.3	20.03	4.7	40.3	-	-	-
Production, transportation, and material moving	15.75	4.5	37.8	15.70	4.6	37.8	-	-	-
Production	16.22	6.4	38.9	16.20	6.4	38.9	-	-	-
Transportation and material moving	14.93	6.5	36.2	14.80	6.5	36.1	-	-	-
Full time	22.29	4.4	39.8	21.87	5.0	39.8	26.28	2.7	39.4
Part time	10.84	4.1	20.5	10.70	4.4	20.5	14.20	7.7	20.4
Union	23.74	3.7	36.9	22.82	5.9	36.1	25.05	2.1	37.9
Nonunion	20.04	5.7	34.8	19.89	5.9	34.8	27.26	4.2	33.8
Time	20.21	2.6	34.9	19.68	2.9	34.7	25.47	1.7	37.1
Incentive	29.35	38.0	39.0	29.35	38.0	39.0	-	-	-
Establishment characteristics									
Goods producing	(⁶)	(⁶)	(⁶)	-	-	-	(⁶)	(⁶)	(⁶)
Service providing	(⁶)	(⁶)	(⁶)	-	-	-	(⁶)	(⁶)	(⁶)
1-99 workers	19.56	9.5	34.7	19.54	9.7	34.7	20.63	8.7	34.0
100-499 workers	18.76	5.9	34.6	18.25	6.3	34.5	27.31	4.4	37.0
500 workers or more	24.88	2.7	36.4	24.69	3.4	36.1	25.50	2.5	37.5

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

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

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

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

hourly rate or salary; incentive workers are those whose wages are at least partially based on productivity payments such as piece rates, commissions, and production bonuses.

⁵ Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

⁶ Classification of establishments into goods-producing and service-providing industries applies to private industry only. Industries are determined by the 2002 North American Industry Classification System (NAICS).

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 2. **Civilian workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Milwaukee-Racine-Waukesha, WI CSA, October 2007**

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
All workers	\$20.67	4.6	\$22.29	4.4	\$10.84	4.1
Management occupations	39.72	6.8	39.72	6.8	—	—
Level 9	33.70	9.8	33.70	9.8	—	—
Level 11	38.79	5.9	38.79	5.9	—	—
Not able to be leveled	52.43	8.4	52.43	8.4	—	—
Marketing and sales managers	50.22	6.0	50.22	6.0	—	—
Financial managers	34.45	13.6	34.45	13.6	—	—
Industrial production managers	43.64	11.6	43.64	11.6	—	—
Education administrators	31.37	7.0	31.37	7.0	—	—
Medical and health services managers	39.05	13.0	39.05	13.0	—	—
Business and financial operations occupations	28.52	3.9	28.22	4.6	—	—
Level 8	25.11	9.4	25.11	9.4	—	—
Level 9	28.41	7.7	28.31	7.8	—	—
Not able to be leveled	31.09	7.7	31.09	7.7	—	—
Buyers and purchasing agents	27.94	11.1	27.94	11.1	—	—
Purchasing agents, except wholesale, retail, and farm products	27.45	11.7	27.45	11.7	—	—
Accountants and auditors	23.22	6.2	23.22	6.2	—	—
Computer and mathematical science occupations	31.35	2.2	31.35	2.2	—	—
Level 7	29.20	7.6	29.20	7.6	—	—
Level 8	25.11	3.5	25.11	3.5	—	—
Level 9	30.59	2.9	30.59	2.9	—	—
Level 11	36.52	5.5	36.52	5.5	—	—
Computer programmers	31.45	10.9	31.45	10.9	—	—
Computer software engineers	32.38	4.8	32.38	4.8	—	—
Computer software engineers, applications	33.81	4.7	33.81	4.7	—	—
Computer support specialists	28.33	3.9	28.33	3.9	—	—
Computer systems analysts	33.94	4.2	33.94	4.2	—	—
Network and computer systems administrators	36.64	16.6	36.64	16.6	—	—
Network systems and data communications analysts	27.37	2.7	27.37	2.7	—	—
Architecture and engineering occupations	29.48	.9	29.48	.9	—	—
Level 7	24.64	4.6	24.64	4.6	—	—
Level 9	29.19	1.9	29.19	1.9	—	—
Engineers	31.07	3.6	31.07	3.6	—	—
Level 9	29.19	1.9	29.19	1.9	—	—
Industrial engineers, including health and safety	28.55	1.4	28.55	1.4	—	—
Industrial engineers	28.55	1.4	28.55	1.4	—	—
Engineering technicians, except drafters	25.46	7.7	25.46	7.7	—	—
Electrical and electronic engineering technicians	24.45	15.4	24.45	15.4	—	—
Life, physical, and social science occupations	28.08	5.1	28.08	5.1	—	—
Physical scientists	35.56	12.1	35.56	12.1	—	—
Community and social services occupations	20.53	7.8	20.53	7.8	—	—
Education, training, and library occupations	29.71	2.5	30.57	2.8	14.23	6.6
Level 4	10.42	10.7	—	—	—	—
Level 7	21.42	14.8	—	—	—	—
Level 9	35.14	.7	35.19	.7	—	—
Postsecondary teachers	58.45	5.0	59.37	4.9	—	—
Arts, communications, and humanities teachers, postsecondary	34.97	2.9	34.97	2.9	—	—
Primary, secondary, and special education school teachers	30.95	11.2	30.95	11.2	—	—
Level 9	35.32	.7	35.34	.7	—	—
Elementary and middle school teachers	35.02	.8	35.04	.8	—	—
Level 9	35.27	.7	35.29	.7	—	—
Elementary school teachers, except special education	35.06	1.0	35.08	1.0	—	—
Level 9	35.42	.6	35.45	.5	—	—
Middle school teachers, except special and vocational education	34.92	1.6	34.92	1.6	—	—
Level 9	34.92	1.6	34.92	1.6	—	—

See footnotes at end of table.

Table 2. **Civilian workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Milwaukee-Racine-Waukesha, WI CSA, October 2007** — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Education, training, and library occupations —Continued						
Secondary school teachers	\$35.04	1.7	\$35.04	1.7	—	—
Level 9	35.04	1.7	35.04	1.7	—	—
Secondary school teachers, except special and vocational education	35.04	1.7	35.04	1.7	—	—
Level 9	35.04	1.7	35.04	1.7	—	—
Other teachers and instructors	17.55	27.6	—	—	—	—
Teacher assistants	10.66	5.2	10.49	5.6	\$12.41	4.7
Level 4	10.42	10.7	—	—	—	—
Arts, design, entertainment, sports, and media occupations						
Not able to be leveled	23.94	26.1	26.06	24.5	—	—
Healthcare practitioner and technical occupations						
Level 5	16.29	4.4	16.14	4.4	—	—
Level 7	23.84	5.5	—	—	—	—
Level 8	—	—	25.77	1.6	—	—
Level 9	32.25	10.9	33.26	14.5	29.54	5.8
Not able to be leveled	25.32	5.6	24.25	5.6	29.07	9.5
Registered nurses	28.44	1.5	27.46	1.1	30.22	3.9
Level 8	—	—	25.77	1.6	—	—
Level 9	28.40	2.2	27.53	2.3	—	—
Not able to be leveled	29.55	3.5	—	—	—	—
Therapists	34.05	10.8	—	—	—	—
Clinical laboratory technologists and technicians	16.74	10.7	16.68	11.0	—	—
Licensed practical and licensed vocational nurses	20.50	6.0	—	—	—	—
Healthcare support occupations						
Level 2	11.13	4.2	—	—	—	—
Level 3	10.95	2.3	11.41	2.8	10.04	2.1
Nursing, psychiatric, and home health aides	11.00	2.8	11.71	1.2	—	—
Level 2	11.13	4.2	—	—	—	—
Level 3	11.15	2.8	11.41	2.8	—	—
Nursing aides, orderlies, and attendants	11.47	1.1	11.72	1.2	10.70	2.4
Level 2	11.13	4.2	—	—	—	—
Level 3	11.18	3.0	11.43	2.9	—	—
Miscellaneous healthcare support occupations	14.89	9.3	—	—	—	—
Protective service occupations						
Level 3	10.85	5.8	—	—	—	—
Level 6	19.78	21.9	—	—	—	—
Level 7	25.77	1.8	25.77	1.8	—	—
Police officers	27.10	1.8	27.83	.8	—	—
Police and sheriff's patrol officers	27.10	1.8	27.83	.8	—	—
Security guards and gaming surveillance officers	13.12	9.6	13.57	12.0	—	—
Level 3	10.85	5.8	—	—	—	—
Security guards	13.12	9.6	13.57	12.0	—	—
Level 3	10.85	5.8	—	—	—	—
Food preparation and serving related occupations						
Level 1	5.61	36.3	—	—	5.42	28.7
Level 2	6.26	10.2	—	—	7.08	10.7
Level 3	7.51	24.5	—	—	—	—
Level 4	9.77	11.9	9.72	12.2	—	—
Cooks	10.63	6.9	—	—	—	—
Food service, tipped	5.07	16.5	—	—	5.14	42.6
Level 2	4.26	18.5	—	—	4.99	23.0
Bartenders	7.81	6.7	—	—	—	—
Waiters and waitresses	3.81	36.9	3.32	20.8	—	—
Level 2	3.70	16.1	—	—	—	—
Fast food and counter workers	8.52	3.0	—	—	7.75	5.9
Combined food preparation and serving workers, including fast food	8.39	3.0	—	—	7.52	6.2

See footnotes at end of table.

Table 2. **Civilian workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Milwaukee-Racine-Waukesha, WI CSA, October 2007** — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Building and grounds cleaning and maintenance occupations	\$12.03	9.4	\$13.66	5.8	\$9.48	13.9
Level 1	8.39	2.8	—	—	7.88	3.2
Level 2	10.68	10.9	12.17	7.2	—	—
Level 4	18.02	10.2	17.16	9.6	—	—
Building cleaning workers	11.68	9.4	13.24	4.9	9.49	14.2
Level 1	8.29	2.6	—	—	7.83	3.5
Level 2	10.67	11.1	12.19	7.3	—	—
Level 4	18.02	10.2	17.16	9.6	—	—
Janitors and cleaners, except maids and housekeeping cleaners	12.66	9.9	14.17	4.9	10.18	19.1
Level 1	7.81	8.0	—	—	—	—
Level 2	—	—	12.53	6.9	—	—
Level 4	18.02	10.2	17.16	9.6	—	—
Maids and housekeeping cleaners	8.54	3.1	—	—	—	—
Level 1	8.39	3.1	—	—	—	—
Personal care and service occupations	13.41	13.1	17.21	9.2	9.09	10.3
Level 2	8.75	7.5	—	—	8.75	7.5
Recreation and fitness workers	12.85	17.2	—	—	9.74	8.1
Sales and related occupations	25.04	44.1	32.32	47.0	8.36	3.3
Level 1	8.19	2.9	—	—	8.27	2.7
Level 2	8.23	5.3	—	—	—	—
Level 3	9.57	2.8	—	—	—	—
Level 4	12.70	4.8	12.74	4.7	—	—
Level 5	18.44	3.8	—	—	—	—
Retail sales workers	10.48	4.2	12.43	2.1	8.31	3.4
Level 1	8.19	2.9	—	—	8.27	2.7
Level 3	9.67	3.9	—	—	—	—
Level 4	12.44	5.2	12.46	5.1	—	—
Cashiers, all workers	9.02	2.3	—	—	8.47	7.0
Cashiers	9.02	2.3	—	—	8.47	7.0
Retail salespersons	10.34	3.8	—	—	8.29	4.6
Level 4	12.53	6.8	—	—	—	—
Office and administrative support occupations	15.24	3.2	16.07	3.1	11.39	5.6
Level 2	10.31	3.5	10.89	3.2	9.68	3.9
Level 3	12.95	3.6	12.99	3.9	—	—
Level 4	14.98	2.8	15.21	3.2	13.81	7.7
Level 5	17.99	4.1	18.07	4.1	—	—
Level 6	23.16	5.7	23.90	4.6	—	—
Level 7	24.48	7.3	24.48	7.3	—	—
Not able to be leveled	16.51	4.7	16.72	4.6	—	—
Financial clerks	14.96	6.3	15.38	4.7	—	—
Level 3	14.02	6.4	14.02	6.4	—	—
Level 4	14.46	4.3	14.42	4.4	—	—
Not able to be leveled	18.24	10.1	18.24	10.1	—	—
Bookkeeping, accounting, and auditing clerks	15.37	7.0	15.36	7.1	—	—
Level 4	14.47	5.2	14.42	5.4	—	—
Not able to be leveled	18.24	10.1	18.24	10.1	—	—
Payroll and timekeeping clerks	16.76	8.2	16.91	8.5	—	—
Customer service representatives	17.44	9.2	17.77	10.0	—	—
Level 4	13.86	5.5	—	—	—	—
Receptionists and information clerks	10.84	6.0	—	—	9.73	5.7
Level 2	10.48	4.4	—	—	—	—
Shipping, receiving, and traffic clerks	10.49	3.2	—	—	—	—
Stock clerks and order fillers	11.78	14.1	—	—	—	—
Secretaries and administrative assistants	17.78	5.7	18.66	6.8	12.49	9.0
Level 3	12.46	1.3	—	—	—	—
Level 4	13.15	8.3	—	—	—	—
Level 5	18.26	6.9	18.26	6.9	—	—
Not able to be leveled	19.40	4.6	19.40	4.6	—	—
Executive secretaries and administrative assistants	20.64	6.8	21.15	6.8	—	—
Not able to be leveled	19.40	4.6	19.40	4.6	—	—
Secretaries, except legal, medical, and executive	13.76	6.5	14.99	6.6	—	—

See footnotes at end of table.

Table 2. **Civilian workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Milwaukee-Racine-Waukesha, WI CSA, October 2007** — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Office and administrative support occupations						
—Continued						
Office clerks, general	\$14.06	7.4	\$14.13	9.4	\$13.86	9.5
Level 4	14.27	7.0	14.34	8.4	—	—
Construction and extraction occupations	23.52	5.5	23.58	5.6	—	—
Level 4	18.62	4.7	18.62	4.7	—	—
Level 5	21.82	8.3	21.82	8.3	—	—
Level 7	29.52	5.3	29.52	5.3	—	—
Electricians	27.77	1.8	27.77	1.8	—	—
Installation, maintenance, and repair occupations	20.06	4.6	20.07	4.6	—	—
Level 4	17.46	20.3	17.45	20.8	—	—
Level 5	18.44	4.7	18.44	4.7	—	—
Level 6	19.94	4.6	19.94	4.6	—	—
Level 7	21.19	7.7	21.19	7.7	—	—
Automotive technicians and repairers	19.92	2.0	19.92	2.0	—	—
Industrial machinery installation, repair, and maintenance workers	20.81	9.7	20.85	9.7	—	—
Industrial machinery mechanics	23.69	8.0	23.69	8.0	—	—
Maintenance and repair workers, general	21.37	12.6	21.37	12.6	—	—
Production occupations	16.22	6.4	16.42	7.1	10.59	11.2
Level 1	8.91	5.7	8.95	6.1	—	—
Level 2	12.54	5.6	13.04	4.1	—	—
Level 3	11.97	5.8	11.77	5.4	—	—
Level 4	17.28	1.1	17.28	1.1	—	—
Level 5	18.08	1.5	18.08	1.5	—	—
Level 6	19.59	5.6	19.59	5.6	—	—
Level 7	23.45	1.8	23.45	1.8	—	—
First-line supervisors/managers of production and operating workers	24.75	9.9	24.75	9.9	—	—
Electrical, electronics, and electromechanical assemblers	15.44	9.2	15.44	9.2	—	—
Miscellaneous assemblers and fabricators	12.36	12.9	12.56	14.0	—	—
Level 2	14.26	7.0	15.51	1.2	—	—
Computer control programmers and operators	19.68	1.2	19.68	1.2	—	—
Machine tool cutting setters, operators, and tenders, metal and plastic	15.29	8.1	17.29	4.8	—	—
Cutting, punching, and press machine setters, operators, and tenders, metal and plastic	19.05	.8	19.05	.8	—	—
Inspectors, testers, sorters, samplers, and weighers	15.26	9.6	15.26	9.6	—	—
Miscellaneous production workers	13.50	14.0	13.57	14.4	—	—
Transportation and material moving occupations	14.93	6.5	15.55	7.1	10.77	4.2
Level 1	9.38	6.7	9.63	7.5	8.42	7.2
Level 2	12.91	5.5	13.08	5.7	—	—
Level 3	13.21	13.5	13.43	17.9	—	—
Level 4	15.01	4.4	15.57	2.9	—	—
Level 5	19.18	8.2	19.18	8.2	—	—
Driver/sales workers and truck drivers	17.41	9.4	17.75	10.2	—	—
Truck drivers, heavy and tractor-trailer	18.82	10.3	18.82	10.3	—	—
Truck drivers, light or delivery services	14.19	11.4	14.82	13.7	—	—
Industrial truck and tractor operators	15.60	15.3	15.60	15.3	—	—
Laborers and material movers, hand	10.85	6.2	11.13	7.0	9.15	11.7
Level 1	9.39	6.7	9.63	7.5	8.47	7.1
Level 2	13.29	11.1	—	—	—	—

See footnotes at end of table.

Table 2. **Civilian workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Milwaukee-Racine-Waukesha, WI CSA, October 2007** — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Transportation and material moving occupations —Continued						
Laborers and freight, stock, and material movers, hand	\$12.21	5.7	\$12.70	6.7	\$10.27	11.5
Level 1	9.54	6.2	—	—	9.20	7.7
Packers and packagers, hand	9.82	8.5	—	—	—	—

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. See appendix A for more information.

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

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

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

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Table 3. Private industry workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Milwaukee-Racine-Waukesha, WI CSA, October 2007

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
All workers	\$20.22	5.2	\$21.87	5.0	\$10.70	4.4
Management occupations	40.17	7.1	40.17	7.1	—	—
Level 9	34.37	10.7	34.37	10.7	—	—
Level 11	38.75	6.2	38.75	6.2	—	—
Not able to be leveled	53.03	8.4	53.03	8.4	—	—
Marketing and sales managers	50.22	6.0	50.22	6.0	—	—
Financial managers	34.45	13.6	34.45	13.6	—	—
Industrial production managers	43.64	11.6	43.64	11.6	—	—
Medical and health services managers	39.05	13.0	39.05	13.0	—	—
Business and financial operations occupations	28.82	3.9	28.55	4.6	—	—
Level 8	26.38	8.9	26.38	8.9	—	—
Level 9	28.18	8.3	28.18	8.3	—	—
Not able to be leveled	31.09	7.7	31.09	7.7	—	—
Buyers and purchasing agents	27.94	11.1	27.94	11.1	—	—
Purchasing agents, except wholesale, retail, and farm products	27.45	11.7	27.45	11.7	—	—
Accountants and auditors	24.42	3.7	24.42	3.7	—	—
Computer and mathematical science occupations	31.41	2.2	31.41	2.2	—	—
Level 7	29.32	7.7	29.32	7.7	—	—
Level 8	25.11	3.5	25.11	3.5	—	—
Level 9	30.68	3.2	30.68	3.2	—	—
Level 11	36.52	5.5	36.52	5.5	—	—
Computer programmers	31.79	11.5	31.79	11.5	—	—
Computer software engineers	32.52	4.7	32.52	4.7	—	—
Computer software engineers, applications	33.81	4.7	33.81	4.7	—	—
Computer support specialists	28.33	3.9	28.33	3.9	—	—
Computer systems analysts	33.94	4.2	33.94	4.2	—	—
Architecture and engineering occupations	29.57	.8	29.57	.8	—	—
Level 7	24.80	5.2	24.80	5.2	—	—
Level 9	29.19	1.9	29.19	1.9	—	—
Engineers	31.07	3.6	31.07	3.6	—	—
Level 9	29.19	1.9	29.19	1.9	—	—
Industrial engineers, including health and safety	28.55	1.4	28.55	1.4	—	—
Industrial engineers	28.55	1.4	28.55	1.4	—	—
Engineering technicians, except drafters	25.59	8.4	25.59	8.4	—	—
Electrical and electronic engineering technicians	24.45	15.4	24.45	15.4	—	—
Life, physical, and social science occupations	28.63	5.4	28.63	5.4	—	—
Community and social services occupations	18.80	7.5	18.80	7.5	—	—
Education, training, and library occupations	27.84	4.3	28.42	5.6	—	—
Postsecondary teachers	61.88	.3	62.67	1.7	—	—
Arts, communications, and humanities teachers, postsecondary	33.79	2.1	33.79	2.1	—	—
Arts, design, entertainment, sports, and media occupations	23.29	14.5	24.13	14.0	—	—
Not able to be leveled	23.94	26.1	26.06	24.5	—	—
Healthcare practitioner and technical occupations	27.05	2.1	26.64	2.8	28.43	5.1
Level 5	16.29	4.4	16.14	4.4	—	—
Level 7	23.23	5.3	—	—	—	—
Level 8	—	—	25.77	1.6	—	—
Level 9	32.42	11.6	33.49	15.7	29.64	6.2
Not able to be leveled	25.32	5.6	24.25	5.6	29.07	9.5
Registered nurses	28.34	1.4	27.23	.6	30.22	3.9
Level 8	—	—	25.77	1.6	—	—
Level 9	28.40	2.2	27.53	2.3	—	—
Not able to be leveled	29.55	3.5	—	—	—	—
Clinical laboratory technologists and technicians	16.74	10.7	16.68	11.0	—	—
Licensed practical and licensed vocational nurses	20.79	6.3	—	—	—	—

See footnotes at end of table.

Table 3. Private industry workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Milwaukee-Racine-Waukesha, WI CSA, October 2007 — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Healthcare support occupations	\$11.85	5.7	\$13.16	5.9	\$10.42	1.0
Level 2	11.13	4.2	—	—	—	—
Level 3	10.95	2.3	11.41	2.8	10.04	2.1
Nursing, psychiatric, and home health aides	10.91	2.5	11.56	.3	—	—
Level 2	11.13	4.2	—	—	—	—
Level 3	11.15	2.8	11.41	2.8	—	—
Nursing aides, orderlies, and attendants	11.34	.3	11.58	.3	10.70	2.4
Level 2	11.13	4.2	—	—	—	—
Level 3	11.18	3.0	11.43	2.9	—	—
Miscellaneous healthcare support occupations	14.89	9.3	—	—	—	—
Protective service occupations	12.88	9.7	13.31	12.1	—	—
Level 3	10.85	5.8	—	—	—	—
Security guards and gaming surveillance officers	12.81	10.5	13.26	13.0	—	—
Level 3	10.85	5.8	—	—	—	—
Security guards	12.81	10.5	13.26	13.0	—	—
Level 3	10.85	5.8	—	—	—	—
Food preparation and serving related occupations	7.21	16.7	7.73	18.1	6.69	16.3
Level 1	5.61	36.3	—	—	5.42	28.7
Level 2	5.94	9.5	—	—	6.70	10.7
Level 4	9.77	11.9	9.72	12.2	—	—
Cooks	10.63	6.9	—	—	—	—
Food service, tipped	5.07	16.5	—	—	5.14	42.6
Level 2	4.26	18.5	—	—	4.99	23.0
Bartenders	7.81	6.7	—	—	—	—
Waiters and waitresses	3.81	36.9	3.32	20.8	—	—
Level 2	3.70	16.1	—	—	—	—
Fast food and counter workers	8.46	2.6	—	—	7.66	5.2
Combined food preparation and serving workers, including fast food	8.39	3.0	—	—	7.52	6.2
Building and grounds cleaning and maintenance occupations	10.53	9.9	11.86	8.7	9.22	14.0
Level 1	8.39	2.8	—	—	7.88	3.2
Level 2	—	—	10.97	3.9	—	—
Building cleaning workers	10.01	9.1	10.94	5.0	9.23	14.4
Level 1	8.29	2.6	—	—	7.83	3.5
Level 2	—	—	10.97	4.1	—	—
Janitors and cleaners, except maids and housekeeping cleaners	10.73	11.9	11.82	3.9	—	—
Level 1	7.81	8.0	—	—	—	—
Level 2	—	—	11.32	4.7	—	—
Maids and housekeeping cleaners	8.54	3.1	—	—	—	—
Level 1	8.39	3.1	—	—	—	—
Personal care and service occupations	13.41	13.1	17.21	9.2	9.09	10.3
Level 2	8.75	7.5	—	—	8.75	7.5
Recreation and fitness workers	12.85	17.2	—	—	9.74	8.1
Sales and related occupations	25.04	44.1	32.32	47.0	8.36	3.3
Level 1	8.19	2.9	—	—	8.27	2.7
Level 2	8.23	5.3	—	—	—	—
Level 3	9.57	2.8	—	—	—	—
Level 4	12.70	4.8	12.74	4.7	—	—
Level 5	18.44	3.8	—	—	—	—
Retail sales workers	10.48	4.2	12.43	2.1	8.31	3.4
Level 1	8.19	2.9	—	—	8.27	2.7
Level 3	9.67	3.9	—	—	—	—
Level 4	12.44	5.2	12.46	5.1	—	—
Cashiers, all workers	9.02	2.3	—	—	8.47	7.0
Cashiers	9.02	2.3	—	—	8.47	7.0
Retail salespersons	10.34	3.8	—	—	8.29	4.6
Level 4	12.53	6.8	—	—	—	—
Office and administrative support occupations	15.17	3.5	16.04	3.4	11.38	5.8

See footnotes at end of table.

Table 3. Private industry workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Milwaukee-Racine-Waukesha, WI CSA, October 2007 — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Office and administrative support occupations						
—Continued						
Level 2	\$10.29	3.5	\$10.82	3.2	\$9.71	4.0
Level 3	12.86	3.8	12.90	4.0	—	—
Level 4	14.89	2.9	15.12	3.4	13.77	7.9
Level 5	18.80	5.4	18.95	5.2	—	—
Level 6	23.53	5.6	24.37	4.1	—	—
Level 7	24.48	7.3	24.48	7.3	—	—
Not able to be leveled	16.51	4.7	16.72	4.6	—	—
Financial clerks	14.92	6.4	15.35	4.8	—	—
Level 3	14.02	6.4	14.02	6.4	—	—
Level 4	14.37	4.4	14.33	4.5	—	—
Not able to be leveled	18.24	10.1	18.24	10.1	—	—
Bookkeeping, accounting, and auditing clerks	15.32	7.2	15.32	7.3	—	—
Level 4	14.35	5.4	14.29	5.6	—	—
Not able to be leveled	18.24	10.1	18.24	10.1	—	—
Payroll and timekeeping clerks	16.76	8.2	16.91	8.5	—	—
Customer service representatives	17.44	9.2	17.77	10.0	—	—
Level 4	13.86	5.5	—	—	—	—
Receptionists and information clerks	10.84	6.0	—	—	9.73	5.7
Level 2	10.48	4.4	—	—	—	—
Shipping, receiving, and traffic clerks	10.49	3.2	—	—	—	—
Stock clerks and order fillers	11.78	14.1	—	—	—	—
Secretaries and administrative assistants	18.01	6.6	19.12	8.0	12.49	9.0
Level 3	12.46	1.3	—	—	—	—
Level 4	12.87	8.8	—	—	—	—
Level 5	19.85	9.1	19.85	9.1	—	—
Not able to be leveled	19.40	4.6	19.40	4.6	—	—
Executive secretaries and administrative assistants	20.80	6.9	21.34	6.9	—	—
Not able to be leveled	19.40	4.6	19.40	4.6	—	—
Secretaries, except legal, medical, and executive	12.24	6.0	—	—	—	—
Office clerks, general	13.28	7.3	13.00	8.8	13.80	10.1
Level 4	13.89	7.4	13.51	4.2	—	—
Construction and extraction occupations	23.63	6.2	23.63	6.2	—	—
Level 4	18.62	4.7	18.62	4.7	—	—
Level 5	21.78	8.9	21.78	8.9	—	—
Level 7	29.52	5.3	29.52	5.3	—	—
Electricians	27.92	1.2	27.92	1.2	—	—
Installation, maintenance, and repair occupations	20.03	4.7	20.04	4.7	—	—
Level 4	17.46	20.3	17.45	20.8	—	—
Level 6	19.94	4.6	19.94	4.6	—	—
Level 7	21.19	7.7	21.19	7.7	—	—
Industrial machinery installation, repair, and maintenance workers	20.78	10.4	20.83	10.4	—	—
Industrial machinery mechanics	23.69	8.0	23.69	8.0	—	—
Production occupations	16.20	6.4	16.41	7.1	10.59	11.2
Level 1	8.91	5.7	8.95	6.1	—	—
Level 2	12.54	5.6	13.04	4.1	—	—
Level 3	11.97	5.8	11.77	5.4	—	—
Level 4	17.28	1.1	17.28	1.1	—	—
Level 5	18.08	1.5	18.08	1.5	—	—
Level 6	19.59	5.6	19.59	5.6	—	—
Level 7	23.45	1.8	23.45	1.8	—	—
First-line supervisors/managers of production and operating workers	24.75	9.9	24.75	9.9	—	—
Electrical, electronics, and electromechanical assemblers	15.44	9.2	15.44	9.2	—	—
Miscellaneous assemblers and fabricators	12.36	12.9	12.56	14.0	—	—
Level 2	14.26	7.0	15.51	1.2	—	—
Computer control programmers and operators	19.68	1.2	19.68	1.2	—	—
Machine tool cutting setters, operators, and tenders, metal and plastic	15.29	8.1	17.29	4.8	—	—

See footnotes at end of table.

Table 3. Private industry workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Milwaukee-Racine-Waukesha, WI CSA, October 2007 — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Production occupations –Continued						
Cutting, punching, and press machine setters, operators, and tenders, metal and plastic	\$19.05	0.8	\$19.05	0.8	–	–
Inspectors, testers, sorters, samplers, and weighers	15.26	9.6	15.26	9.6	–	–
Miscellaneous production workers	13.50	14.0	13.57	14.4	–	–
Transportation and material moving occupations						
Level 1	14.80	6.5	15.40	7.2	\$10.78	4.2
Level 2	9.38	6.7	9.63	7.5	8.42	7.2
Level 3	12.92	5.5	13.08	5.7	–	–
Level 4	13.21	13.5	13.43	17.9	–	–
Level 4	14.71	4.6	15.25	1.7	–	–
Driver/sales workers and truck drivers	17.34	9.5	17.69	10.3	–	–
Truck drivers, heavy and tractor-trailer	18.75	10.5	18.75	10.5	–	–
Truck drivers, light or delivery services	14.19	11.4	14.82	13.7	–	–
Industrial truck and tractor operators	15.60	15.3	15.60	15.3	–	–
Laborers and material movers, hand	10.85	6.2	11.13	7.0	9.15	11.7
Level 1	9.39	6.7	9.63	7.5	8.47	7.1
Level 2	13.29	11.1	–	–	–	–
Laborers and freight, stock, and material movers, hand	12.21	5.7	12.70	6.7	10.27	11.5
Level 1	9.54	6.2	–	–	9.20	7.7
Packers and packagers, hand	9.82	8.5	–	–	–	–

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. See appendix A for more information.

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

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

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

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Table 4. State and local government workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Milwaukee-Racine-Waukesha, WI CSA, October 2007

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
All workers	\$25.47	1.7	\$26.28	2.7	\$14.20	7.7
Management occupations	31.70	9.2	31.70	9.2	—	—
Education, training, and library occupations	31.36	3.7	32.53	2.3	14.83	5.9
Level 4	13.50	2.4	—	—	—	—
Level 9	35.12	.6	35.18	.6	—	—
Primary, secondary, and special education school teachers	35.12	.7	35.14	.7	—	—
Level 9	35.29	.6	35.30	.6	—	—
Elementary and middle school teachers	35.23	.7	35.24	.6	—	—
Level 9	35.23	.7	35.24	.6	—	—
Elementary school teachers, except special education	35.42	.6	35.45	.5	—	—
Level 9	35.42	.6	35.45	.5	—	—
Middle school teachers, except special and vocational education	34.73	1.6	34.73	1.6	—	—
Level 9	34.73	1.6	34.73	1.6	—	—
Secondary school teachers	35.04	1.7	35.04	1.7	—	—
Level 9	35.04	1.7	35.04	1.7	—	—
Secondary school teachers, except special and vocational education	35.04	1.7	35.04	1.7	—	—
Level 9	35.04	1.7	35.04	1.7	—	—
Teacher assistants	13.85	.7	—	—	12.41	4.7
Level 4	13.50	2.4	—	—	—	—
Healthcare practitioner and technical occupations	40.31	24.2	—	—	—	—
Protective service occupations	23.04	3.9	23.31	4.9	—	—
Level 6	19.78	21.9	—	—	—	—
Level 7	25.77	1.8	25.77	1.8	—	—
Police officers	27.10	1.8	27.83	.8	—	—
Police and sheriff's patrol officers	27.10	1.8	27.83	.8	—	—
Building and grounds cleaning and maintenance occupations	16.07	5.1	16.27	6.5	—	—
Level 4	17.16	11.0	17.39	10.6	—	—
Building cleaning workers	15.91	5.1	16.11	6.6	—	—
Level 4	17.16	11.0	17.39	10.6	—	—
Janitors and cleaners, except maids and housekeeping cleaners	15.91	5.1	16.11	6.6	—	—
Level 4	17.16	11.0	17.39	10.6	—	—
Office and administrative support occupations	16.18	1.1	16.52	2.0	—	—
Level 4	16.63	3.6	16.79	4.0	—	—
Level 5	16.45	1.9	16.45	1.9	—	—
Secretaries and administrative assistants	16.48	1.4	16.48	1.4	—	—
Level 5	16.42	1.8	16.42	1.8	—	—
Construction and extraction occupations	22.13	2.2	22.87	1.0	—	—

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

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

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

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

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Table 5. Combined work levels¹ for civilian workers: Mean hourly earnings² for full-time and part-time workers³, Milwaukee-Racine-Waukesha, WI CSA, October 2007

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
All workers	\$20.67	4.6	\$22.29	4.4	\$10.84	4.1
Management occupations	39.72	6.8	39.72	6.8	—	—
Group III	37.94	6.2	—	—	—	—
Marketing and sales managers	50.22	6.0	50.22	6.0	—	—
Financial managers	34.45	13.6	34.45	13.6	—	—
Industrial production managers	43.64	11.6	43.64	11.6	—	—
Group III	37.56	16.0	37.56	16.0	—	—
Education administrators	31.37	7.0	31.37	7.0	—	—
Group III	31.78	7.6	—	—	—	—
Medical and health services managers	39.05	13.0	39.05	13.0	—	—
Business and financial operations occupations	28.52	3.9	28.22	4.6	—	—
Group II	23.44	8.1	—	—	—	—
Group III	30.98	11.2	—	—	—	—
Buyers and purchasing agents	27.94	11.1	27.94	11.1	—	—
Purchasing agents, except wholesale, retail, and farm products	27.45	11.7	27.45	11.7	—	—
Accountants and auditors	23.22	6.2	23.22	6.2	—	—
Computer and mathematical science occupations	31.35	2.2	31.35	2.2	—	—
Group II	27.18	5.7	—	—	—	—
Group III	33.14	2.7	—	—	—	—
Computer programmers	31.45	10.9	31.45	10.9	—	—
Computer software engineers	32.38	4.8	32.38	4.8	—	—
Group III	33.37	3.6	—	—	—	—
Computer software engineers, applications	33.81	4.7	33.81	4.7	—	—
Computer support specialists	28.33	3.9	28.33	3.9	—	—
Group II	26.83	14.6	26.83	14.6	—	—
Computer systems analysts	33.94	4.2	33.94	4.2	—	—
Group III	33.92	4.8	33.92	4.8	—	—
Network and computer systems administrators	36.64	16.6	36.64	16.6	—	—
Network systems and data communications analysts	27.37	2.7	27.37	2.7	—	—
Architecture and engineering occupations	29.48	.9	29.48	.9	—	—
Group II	22.96	4.4	—	—	—	—
Group III	30.56	2.9	—	—	—	—
Engineers	31.07	3.6	31.07	3.6	—	—
Group III	30.56	2.9	—	—	—	—
Industrial engineers, including health and safety	28.55	1.4	28.55	1.4	—	—
Group III	28.55	1.4	—	—	—	—
Industrial engineers	28.55	1.4	28.55	1.4	—	—
Group III	28.55	1.4	28.55	1.4	—	—
Engineering technicians, except drafters	25.46	7.7	25.46	7.7	—	—
Group II	23.17	6.3	—	—	—	—
Electrical and electronic engineering technicians	24.45	15.4	24.45	15.4	—	—
Life, physical, and social science occupations	28.08	5.1	28.08	5.1	—	—
Group III	35.58	11.9	—	—	—	—
Physical scientists	35.56	12.1	35.56	12.1	—	—
Group III	35.56	12.1	—	—	—	—
Community and social services occupations	20.53	7.8	20.53	7.8	—	—
Group II	17.44	2.8	—	—	—	—
Education, training, and library occupations	29.71	2.5	30.57	2.8	14.23	6.6
Group I	10.25	4.6	—	—	—	—
Group II	14.35	22.5	—	—	—	—
Group III	35.42	1.0	—	—	—	—
Postsecondary teachers	58.45	5.0	59.37	4.9	—	—
Group III	36.40	3.1	—	—	—	—
Arts, communications, and humanities teachers, postsecondary	34.97	2.9	34.97	2.9	—	—
Group III	34.58	3.2	—	—	—	—
Primary, secondary, and special education school teachers	30.95	11.2	30.95	11.2	—	—
Group III	35.32	.7	—	—	—	—

See footnotes at end of table.

Table 5. **Combined work levels¹ for civilian workers: Mean hourly earnings² for full-time and part-time workers³, Milwaukee-Racine-Waukesha, WI CSA, October 2007** — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Education, training, and library occupations —Continued						
Elementary and middle school teachers	\$35.02	0.8	\$35.04	0.8	—	—
Group III	35.27	.7	—	—	—	—
Elementary school teachers, except special education	35.06	1.0	35.08	1.0	—	—
Group III	35.42	.6	35.45	.5	—	—
Middle school teachers, except special and vocational education	34.92	1.6	34.92	1.6	—	—
Group III	34.92	1.6	34.92	1.6	—	—
Secondary school teachers	35.04	1.7	35.04	1.7	—	—
Group III	35.04	1.7	—	—	—	—
Secondary school teachers, except special and vocational education	35.04	1.7	35.04	1.7	—	—
Group III	35.04	1.7	35.04	1.7	—	—
Other teachers and instructors	17.55	27.6	—	—	—	—
Teacher assistants	10.66	5.2	10.49	5.6	\$12.41	4.7
Group I	10.25	4.6	—	—	12.41	4.7
Arts, design, entertainment, sports, and media occupations	23.46	12.3	24.18	11.8	—	—
Group II	23.90	17.0	—	—	—	—
Healthcare practitioner and technical occupations	28.01	3.3	28.02	4.6	27.98	4.5
Group II	22.41	5.3	—	—	—	—
Group III	34.19	5.6	—	—	—	—
Registered nurses	28.44	1.5	27.46	1.1	30.22	3.9
Group II	26.28	1.2	25.53	1.4	—	—
Group III	28.85	2.4	27.95	2.8	30.55	3.1
Therapists	34.05	10.8	—	—	—	—
Clinical laboratory technologists and technicians	16.74	10.7	16.68	11.0	—	—
Licensed practical and licensed vocational nurses	20.50	6.0	—	—	—	—
Group II	19.24	6.8	—	—	—	—
Healthcare support occupations	11.89	5.6	13.17	5.5	10.42	1.0
Group I	11.55	5.5	—	—	—	—
Nursing, psychiatric, and home health aides	11.00	2.8	11.71	1.2	—	—
Group I	10.87	2.9	—	—	—	—
Nursing aides, orderlies, and attendants	11.47	1.1	11.72	1.2	10.70	2.4
Group I	11.30	2.1	11.52	2.2	10.61	2.6
Miscellaneous healthcare support occupations	14.89	9.3	—	—	—	—
Protective service occupations	17.76	7.6	18.38	9.8	9.97	6.2
Group I	11.16	4.9	—	—	—	—
Group II	22.34	7.6	—	—	—	—
Police officers	27.10	1.8	27.83	.8	—	—
Group II	27.10	1.8	—	—	—	—
Police and sheriff's patrol officers	27.10	1.8	27.83	.8	—	—
Group II	27.10	1.8	27.83	.8	—	—
Security guards and gaming surveillance officers	13.12	9.6	13.57	12.0	—	—
Group I	10.96	5.2	—	—	—	—
Security guards	13.12	9.6	13.57	12.0	—	—
Group I	10.96	5.2	—	—	—	—
Food preparation and serving related occupations	7.28	16.2	7.73	18.1	6.86	15.4
Group I	6.90	13.2	—	—	—	—
Cooks	10.63	6.9	—	—	—	—
Group I	11.08	6.5	—	—	—	—
Food service, tipped	5.07	16.5	—	—	5.14	42.6
Group I	4.64	4.8	—	—	—	—
Bartenders	7.81	6.7	—	—	—	—
Waiters and waitresses	3.81	36.9	3.32	20.8	—	—
Group I	3.21	16.8	3.32	20.8	—	—
Fast food and counter workers	8.52	3.0	—	—	7.75	5.9
Group I	8.45	3.4	—	—	—	—
Combined food preparation and serving workers, including fast food	8.39	3.0	—	—	7.52	6.2

See footnotes at end of table.

Table 5. **Combined work levels¹ for civilian workers: Mean hourly earnings² for full-time and part-time workers³, Milwaukee-Racine-Waukesha, WI CSA, October 2007** — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Food preparation and serving related occupations —Continued						
Combined food preparation and serving workers, including fast food —Continued						
Group I	\$8.39	3.0	—	—	\$7.52	6.2
Building and grounds cleaning and maintenance occupations	12.03	9.4	\$13.66	5.8	9.48	13.9
Group I	11.40	9.6	—	—	—	—
Building cleaning workers	11.68	9.4	13.24	4.9	9.49	14.2
Group I	11.45	10.2	—	—	—	—
Janitors and cleaners, except maids and housekeeping cleaners	12.66	9.9	14.17	4.9	10.18	19.1
Group I	12.46	11.0	14.09	4.9	10.18	19.1
Maids and housekeeping cleaners	8.54	3.1	—	—	—	—
Group I	8.54	3.1	—	—	—	—
Personal care and service occupations	13.41	13.1	17.21	9.2	9.09	10.3
Group I	10.24	9.1	—	—	—	—
Recreation and fitness workers	12.85	17.2	—	—	9.74	8.1
Group I	9.69	8.3	—	—	—	—
Sales and related occupations	25.04	44.1	32.32	47.0	8.36	3.3
Group I	9.87	1.7	—	—	—	—
Group II	54.41	44.6	—	—	—	—
Retail sales workers	10.48	4.2	12.43	2.1	8.31	3.4
Group I	9.68	1.7	—	—	—	—
Cashiers, all workers	9.02	2.3	—	—	8.47	7.0
Group I	8.88	3.6	—	—	—	—
Cashiers	9.02	2.3	—	—	8.47	7.0
Group I	8.88	3.6	—	—	8.44	8.6
Retail salespersons	10.34	3.8	—	—	8.29	4.6
Group I	10.29	4.2	—	—	8.10	5.7
Office and administrative support occupations	15.24	3.2	16.07	3.1	11.39	5.6
Group I	13.02	2.8	—	—	—	—
Group II	20.83	3.6	—	—	—	—
Financial clerks	14.96	6.3	15.38	4.7	—	—
Group I	13.63	6.2	—	—	—	—
Group II	19.27	8.4	—	—	—	—
Bookkeeping, accounting, and auditing clerks	15.37	7.0	15.36	7.1	—	—
Group I	13.97	5.5	13.91	5.7	—	—
Payroll and timekeeping clerks	16.76	8.2	16.91	8.5	—	—
Group I	15.29	5.4	—	—	—	—
Customer service representatives	17.44	9.2	17.77	10.0	—	—
Group I	13.46	5.4	13.49	6.0	—	—
Group II	23.24	6.2	23.65	5.6	—	—
Receptionists and information clerks	10.84	6.0	—	—	9.73	5.7
Group I	10.84	6.0	—	—	9.73	5.7
Shipping, receiving, and traffic clerks	10.49	3.2	—	—	—	—
Group I	10.49	3.2	—	—	—	—
Stock clerks and order fillers	11.78	14.1	—	—	—	—
Secretaries and administrative assistants	17.78	5.7	18.66	6.8	12.49	9.0
Group I	12.84	4.9	—	—	—	—
Group II	20.35	6.1	—	—	—	—
Executive secretaries and administrative assistants	20.64	6.8	21.15	6.8	—	—
Group II	22.02	7.6	23.16	6.5	—	—
Secretaries, except legal, medical, and executive	13.76	6.5	14.99	6.6	—	—
Group I	12.47	6.2	—	—	—	—
Office clerks, general	14.06	7.4	14.13	9.4	13.86	9.5
Group I	13.20	8.1	12.78	10.2	13.86	9.5
Construction and extraction occupations	23.52	5.5	23.58	5.6	—	—
Group I	16.25	8.4	—	—	—	—
Group II	26.58	5.3	—	—	—	—
Electricians	27.77	1.8	27.77	1.8	—	—

See footnotes at end of table.

Table 5. Combined work levels¹ for civilian workers: Mean hourly earnings² for full-time and part-time workers³, Milwaukee-Racine-Waukesha, WI CSA, October 2007 — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Construction and extraction occupations —Continued						
Electricians —Continued						
Group II	\$29.11	2.8	\$29.11	2.8	—	—
Installation, maintenance, and repair occupations	20.06	4.6	20.07	4.6	—	—
Group I	17.13	15.8	—	—	—	—
Group II	20.62	5.4	—	—	—	—
Automotive technicians and repairers	19.92	2.0	19.92	2.0	—	—
Group II	19.92	2.0	—	—	—	—
Industrial machinery installation, repair, and maintenance workers	20.81	9.7	20.85	9.7	—	—
Group II	22.42	5.5	—	—	—	—
Industrial machinery mechanics	23.69	8.0	23.69	8.0	—	—
Group II	22.95	6.9	22.95	6.9	—	—
Maintenance and repair workers, general	21.37	12.6	21.37	12.6	—	—
Production occupations	16.22	6.4	16.42	7.1	\$10.59	11.2
Group I	13.25	5.8	—	—	—	—
Group II	21.20	4.8	—	—	—	—
First-line supervisors/managers of production and operating workers	24.75	9.9	24.75	9.9	—	—
Group II	25.45	6.6	25.45	6.6	—	—
Electrical, electronics, and electromechanical assemblers	15.44	9.2	15.44	9.2	—	—
Group I	14.68	6.9	—	—	—	—
Miscellaneous assemblers and fabricators	12.36	12.9	12.56	14.0	—	—
Group I	12.36	12.9	—	—	—	—
Computer control programmers and operators	19.68	1.2	19.68	1.2	—	—
Machine tool cutting setters, operators, and tenders, metal and plastic	15.29	8.1	17.29	4.8	—	—
Group I	14.63	8.0	—	—	—	—
Group II	16.36	8.0	—	—	—	—
Cutting, punching, and press machine setters, operators, and tenders, metal and plastic	19.05	.8	19.05	.8	—	—
Inspectors, testers, sorters, samplers, and weighers	15.26	9.6	15.26	9.6	—	—
Group I	11.21	10.7	11.21	10.7	—	—
Miscellaneous production workers	13.50	14.0	13.57	14.4	—	—

See footnotes at end of table.

Table 5. Combined work levels¹ for civilian workers: Mean hourly earnings² for full-time and part-time workers³, Milwaukee-Racine-Waukesha, WI CSA, October 2007 — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Production occupations —Continued						
Miscellaneous production workers —Continued						
Group I	\$11.43	11.8	—	—	—	—
Transportation and material moving occupations	14.93	6.5	\$15.55	7.1	\$10.77	4.2
Group I	12.84	5.2	—	—	—	—
Group II	23.78	14.3	—	—	—	—
Driver/sales workers and truck drivers	17.41	9.4	17.75	10.2	—	—
Group I	15.33	3.8	—	—	—	—
Group II	22.85	7.8	—	—	—	—
Truck drivers, heavy and tractor-trailer	18.82	10.3	18.82	10.3	—	—
Group II	22.57	9.4	22.57	9.4	—	—
Truck drivers, light or delivery services	14.19	11.4	14.82	13.7	—	—
Group I	13.26	19.6	—	—	—	—
Industrial truck and tractor operators	15.60	15.3	15.60	15.3	—	—
Group I	13.44	6.8	13.44	6.8	—	—
Laborers and material movers, hand	10.85	6.2	11.13	7.0	9.15	11.7
Group I	10.86	6.2	—	—	—	—
Laborers and freight, stock, and material movers, hand	12.21	5.7	12.70	6.7	10.27	11.5
Group I	12.21	5.7	12.70	6.7	10.27	11.5
Packers and packagers, hand	9.82	8.5	—	—	—	—
Group I	9.82	8.5	—	—	—	—

¹ Combined work levels simplify the presentation of work levels by combining levels 1 through 15 into four broad groups. Group I combines levels 1-4, group II combines levels 5-8, group III combines levels 9-12, and group IV combines levels 13-15.

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

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

a 40-hour week is the minimum full-time schedule.

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Table 6. Civilian workers: Hourly wage percentiles¹, Milwaukee-Racine-Waukesha, WI CSA, October 2007

Occupation ²	10	25	Median 50	75	90
All workers	\$8.65	\$11.50	\$17.24	\$25.99	\$36.06
Management occupations	23.24	27.65	40.70	47.01	58.01
Marketing and sales managers	42.23	42.23	48.21	52.87	66.97
Financial managers	15.63	24.08	36.05	40.14	64.10
Industrial production managers	26.86	26.86	41.61	52.30	68.01
Education administrators	23.75	26.69	30.94	30.94	43.92
Medical and health services managers	16.24	30.35	45.98	45.98	52.07
Business and financial operations occupations	18.76	22.41	27.86	35.18	37.80
Buyers and purchasing agents	18.54	23.18	29.45	29.45	41.97
Purchasing agents, except wholesale, retail, and farm products	18.53	23.18	29.45	29.45	41.97
Accountants and auditors	18.76	19.83	24.04	24.04	27.35
Computer and mathematical science occupations	21.64	25.26	31.47	37.27	40.38
Computer programmers	23.59	24.04	26.48	41.11	41.74
Computer software engineers	23.56	25.88	32.50	37.64	39.67
Computer software engineers, applications	24.20	25.88	37.26	37.64	39.67
Computer support specialists	19.15	19.47	31.30	32.91	41.59
Computer systems analysts	27.09	28.13	34.66	37.85	39.11
Network and computer systems administrators	21.03	25.56	36.44	48.89	53.85
Network systems and data communications analysts	25.09	26.27	26.27	29.44	30.41
Architecture and engineering occupations	22.00	26.75	28.57	32.97	35.51
Engineers	24.01	28.57	29.76	33.25	37.50
Industrial engineers, including health and safety	24.24	27.42	28.57	30.48	32.02
Industrial engineers	24.24	27.42	28.57	30.48	32.02
Engineering technicians, except drafters	18.67	21.95	26.75	27.52	32.99
Electrical and electronic engineering technicians	16.76	18.67	26.72	28.25	32.99
Life, physical, and social science occupations	17.21	23.51	24.78	25.93	45.53
Physical scientists	22.31	23.58	24.78	45.53	56.13
Community and social services occupations	16.17	17.60	17.60	23.00	28.75
Education, training, and library occupations	8.84	10.61	27.84	38.02	46.55
Postsecondary teachers	27.95	34.29	44.00	82.07	102.56
Arts, communications, and humanities teachers, postsecondary	28.11	31.01	34.97	36.00	43.87
Primary, secondary, and special education school teachers	8.65	25.41	33.55	39.73	44.24
Elementary and middle school teachers	24.93	29.64	34.62	40.81	44.51
Elementary school teachers, except special education	24.94	29.64	34.21	40.97	45.78
Middle school teachers, except special and vocational education	24.80	29.81	37.36	38.67	41.63
Secondary school teachers	24.60	28.65	35.27	42.09	46.39
Secondary school teachers, except special and vocational education	24.60	28.65	35.27	42.09	46.39
Other teachers and instructors	10.30	11.00	13.00	21.17	36.06
Teacher assistants	7.00	10.00	10.16	11.20	14.67
Arts, design, entertainment, sports, and media occupations	12.50	13.61	20.47	31.45	36.16
Healthcare practitioner and technical occupations	13.70	21.26	26.59	31.74	43.00
Registered nurses	23.46	24.92	27.10	31.32	34.30
Therapists	27.58	27.58	33.99	39.47	40.04
Clinical laboratory technologists and technicians	12.25	12.94	15.01	20.31	23.53
Licensed practical and licensed vocational nurses	16.00	18.41	20.34	23.00	24.44
Healthcare support occupations	9.85	10.02	10.60	13.05	15.48
Nursing, psychiatric, and home health aides	9.85	9.85	10.60	11.70	13.29
Nursing aides, orderlies, and attendants	9.76	10.32	11.09	12.15	14.14
Miscellaneous healthcare support occupations	9.61	12.52	15.48	17.92	18.12
Protective service occupations	9.70	11.50	16.47	23.32	29.05
Police officers	21.71	25.37	27.59	30.43	32.88
Police and sheriff's patrol officers	21.71	25.37	27.59	30.43	32.88

See footnotes at end of table.

Table 6. **Civilian workers: Hourly wage percentiles¹, Milwaukee-Racine-Waukesha, WI CSA, October 2007** — Continued

Occupation ²	10	25	Median 50	75	90
Protective service occupations –Continued					
Security guards and gaming surveillance officers	\$9.25	\$10.00	\$11.96	\$16.47	\$18.78
Security guards	9.25	10.00	11.96	16.47	18.78
Food preparation and serving related occupations					
Cooks	2.53	4.00	8.00	10.32	11.58
Food service, tipped	8.00	8.75	11.00	11.57	12.54
Bartenders	2.47	2.58	4.00	8.08	8.08
Waiters and waitresses	6.00	8.08	8.08	8.08	8.08
Fast food and counter workers	2.47	2.53	2.58	4.00	5.46
Combined food preparation and serving workers, including fast food	6.50	6.65	8.50	10.35	11.27
.....	6.50	6.50	8.35	10.35	11.00
Building and grounds cleaning and maintenance occupations					
Building cleaning workers	7.39	8.50	10.99	14.38	20.36
Janitors and cleaners, except maids and housekeeping cleaners	7.39	8.23	10.76	13.61	18.42
Maids and housekeeping cleaners	7.50	9.00	11.96	14.80	20.36
.....	7.00	7.39	8.63	9.45	10.16
Personal care and service occupations					
Recreation and fitness workers	7.34	8.59	11.21	15.40	23.31
.....	7.42	8.59	9.81	10.57	32.65
Sales and related occupations					
Retail sales workers	7.32	8.50	11.89	20.50	66.35
Cashiers, all workers	7.00	7.61	9.60	11.89	14.03
Cashiers	6.90	7.25	8.55	9.80	12.00
Retail salespersons	6.90	7.25	8.55	9.80	12.00
.....	7.25	7.91	11.48	11.89	13.57
Office and administrative support occupations					
Financial clerks	9.53	11.33	14.33	18.12	23.10
Bookkeeping, accounting, and auditing clerks	9.69	11.87	14.36	17.00	21.36
Payroll and timekeeping clerks	10.63	12.42	15.59	17.30	21.42
Customer service representatives	12.49	14.36	16.55	17.40	23.10
Receptionists and information clerks	12.00	13.29	15.28	21.96	25.58
Shipping, receiving, and traffic clerks	8.00	9.43	10.00	12.50	14.00
Stock clerks and order fillers	8.50	9.75	10.64	10.64	10.64
Secretaries and administrative assistants	7.96	9.21	9.21	13.19	22.02
Executive secretaries and administrative assistants	12.00	14.05	16.13	21.60	26.09
Secretaries, except legal, medical, and executive	14.50	15.00	21.60	25.72	26.09
Office clerks, general	10.24	12.00	12.95	16.12	17.53
.....	10.00	11.33	13.09	16.60	18.51
Construction and extraction occupations					
Electricians	11.50	16.03	22.75	30.08	33.11
.....	21.18	24.29	30.08	31.31	33.09
Installation, maintenance, and repair occupations					
Automotive technicians and repairers	14.90	17.49	19.60	22.16	26.49
Industrial machinery installation, repair, and maintenance workers	17.00	17.00	20.36	20.85	24.50
Industrial machinery mechanics	11.68	15.52	22.03	26.48	26.49
Maintenance and repair workers, general	20.91	22.25	22.28	26.48	27.18
.....	14.90	15.52	21.38	26.49	26.49
Production occupations					
First-line supervisors/managers of production and operating workers	9.37	11.12	16.16	20.50	24.42
Electrical, electronics, and electromechanical assemblers	20.31	21.12	23.85	27.50	33.59
Miscellaneous assemblers and fabricators	9.73	11.14	13.27	18.59	23.00
Computer control programmers and operators	9.50	9.76	11.12	15.52	17.52
Machine tool cutting setters, operators, and tenders, metal and plastic	17.39	18.14	20.72	20.72	21.95
Cutting, punching, and press machine setters, operators, and tenders, metal and plastic	10.00	10.00	16.00	18.77	20.21
Inspectors, testers, sorters, samplers, and weighers	17.59	18.53	18.77	18.84	20.87
Miscellaneous production workers	8.19	9.85	12.45	21.21	25.75
.....	7.65	8.00	13.71	17.75	20.48
Transportation and material moving occupations					
Driver/sales workers and truck drivers	8.30	10.95	13.38	16.66	22.39
Truck drivers, heavy and tractor-trailer	11.04	15.00	16.31	18.25	28.42
.....	15.00	15.45	16.64	21.09	28.42

See footnotes at end of table.

Table 6. **Civilian workers: Hourly wage percentiles¹, Milwaukee-Racine-Waukesha, WI CSA, October 2007** — Continued

Occupation ²	10	25	Median 50	75	90
Transportation and material moving occupations					
-Continued					
Truck drivers, light or delivery services	\$7.50	\$11.04	\$14.98	\$16.54	\$27.37
Industrial truck and tractor operators	11.00	12.00	13.50	17.48	24.62
Laborers and material movers, hand	7.80	8.30	10.00	13.38	14.53
Laborers and freight, stock, and material movers, hand	7.80	10.51	12.60	14.32	16.37
Packers and packagers, hand	7.50	8.30	8.30	12.00	14.53

¹ Percentiles designate position in the earnings distribution and are calculated from individual-worker earnings and the hours they are scheduled to work. At the 50th percentile, the median, half of the hours are paid the same as or more than the rate shown, and half are paid the same as or less than the rate shown. At the 25th percentile, one-fourth of the hours are paid the same as or more than the rate shown. At the 75th percentile, one-fourth are paid the same as or more than the rate shown. The 10th and 90th percentiles follow the same logic. Hourly wages are the straight-time wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, and holidays;

nonproduction bonuses; and tips.

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Table 7. Private industry workers: Hourly wage percentiles¹, Milwaukee-Racine-Waukesha, WI CSA, October 2007

Occupation ²	10	25	Median 50	75	90
All workers	\$8.50	\$11.11	\$16.54	\$25.58	\$35.55
Management occupations	22.72	29.57	40.70	47.01	58.01
Marketing and sales managers	42.23	42.23	48.21	52.87	66.97
Financial managers	15.63	24.08	36.05	40.14	64.10
Industrial production managers	26.86	26.86	41.61	52.30	68.01
Medical and health services managers	16.24	30.35	45.98	45.98	52.07
Business and financial operations occupations	18.77	23.51	27.86	35.62	37.80
Buyers and purchasing agents	18.54	23.18	29.45	29.45	41.97
Purchasing agents, except wholesale, retail, and farm products	18.53	23.18	29.45	29.45	41.97
Accountants and auditors	20.84	23.68	24.04	24.81	29.63
Computer and mathematical science occupations	21.64	25.26	31.47	37.52	41.06
Computer programmers	23.59	24.04	27.88	41.35	41.74
Computer software engineers	24.01	25.88	32.50	37.64	39.67
Computer software engineers, applications	24.20	25.88	37.26	37.64	39.67
Computer support specialists	19.15	19.47	31.30	32.91	41.59
Computer systems analysts	27.09	28.13	34.66	37.85	39.11
Architecture and engineering occupations	22.00	26.75	28.57	32.97	35.51
Engineers	24.01	28.57	29.76	33.25	37.50
Industrial engineers, including health and safety	24.24	27.42	28.57	30.48	32.02
Industrial engineers	24.24	27.42	28.57	30.48	32.02
Engineering technicians, except drafters	18.67	20.64	26.75	27.52	32.99
Electrical and electronic engineering technicians	16.76	18.67	26.72	28.25	32.99
Life, physical, and social science occupations	17.21	23.51	25.93	25.93	45.53
Community and social services occupations	16.17	16.17	17.60	18.36	24.28
Education, training, and library occupations	8.15	9.40	10.50	34.97	82.07
Postsecondary teachers	27.95	34.94	49.12	84.57	105.01
Arts, communications, and humanities teachers, postsecondary	28.11	29.63	34.97	34.97	42.08
Arts, design, entertainment, sports, and media occupations	12.19	13.46	19.88	34.38	40.21
Healthcare practitioner and technical occupations	13.51	20.65	26.05	31.54	39.96
Registered nurses	23.25	24.86	27.10	31.59	34.44
Clinical laboratory technologists and technicians	12.25	12.94	15.01	20.31	23.53
Licensed practical and licensed vocational nurses	16.00	19.10	21.22	23.63	24.77
Healthcare support occupations	9.85	10.00	10.60	12.80	15.48
Nursing, psychiatric, and home health aides	9.85	9.85	10.43	11.54	12.96
Nursing aides, orderlies, and attendants	9.68	10.32	10.90	12.04	13.87
Miscellaneous healthcare support occupations	9.61	12.52	15.48	17.92	18.12
Protective service occupations	9.25	9.75	11.80	15.50	18.78
Security guards and gaming surveillance officers	9.00	9.70	11.50	16.00	18.78
Security guards	9.00	9.70	11.50	16.00	18.78
Food preparation and serving related occupations	2.53	4.00	8.00	10.32	11.57
Cooks	8.00	8.75	11.00	11.57	12.54
Food service, tipped	2.47	2.58	4.00	8.08	8.08
Bartenders	6.00	8.08	8.08	8.08	8.08
Waiters and waitresses	2.47	2.53	2.58	4.00	5.46
Fast food and counter workers	6.50	6.50	8.40	10.35	11.00
Combined food preparation and serving workers, including fast food	6.50	6.50	8.35	10.35	11.00
Building and grounds cleaning and maintenance occupations	7.00	7.67	9.10	11.37	14.92
Building cleaning workers	7.00	7.52	9.00	10.99	13.61
Janitors and cleaners, except maids and housekeeping cleaners	7.00	8.00	10.00	12.26	14.51
Maids and housekeeping cleaners	7.00	7.39	8.63	9.45	10.16

See footnotes at end of table.

Table 7. Private industry workers: Hourly wage percentiles¹, Milwaukee-Racine-Waukesha, WI CSA, October 2007 — Continued

Occupation ²	10	25	Median 50	75	90
Personal care and service occupations	\$7.34	\$8.59	\$11.21	\$15.40	\$23.31
Recreation and fitness workers	7.42	8.59	9.81	10.57	32.65
Sales and related occupations	7.32	8.50	11.89	20.50	66.35
Retail sales workers	7.00	7.61	9.60	11.89	14.03
Cashiers, all workers	6.90	7.25	8.55	9.80	12.00
Cashiers	6.90	7.25	8.55	9.80	12.00
Retail salespersons	7.25	7.91	11.48	11.89	13.57
Office and administrative support occupations	9.50	11.00	14.11	18.12	23.50
Financial clerks	9.69	11.87	14.36	17.00	21.36
Bookkeeping, accounting, and auditing clerks	10.63	12.42	14.76	17.30	21.42
Payroll and timekeeping clerks	12.49	14.36	16.55	17.40	23.10
Customer service representatives	12.00	13.29	15.28	21.96	25.58
Receptionists and information clerks	8.00	9.43	10.00	12.50	14.00
Shipping, receiving, and traffic clerks	8.50	9.75	10.64	10.64	10.64
Stock clerks and order fillers	7.96	9.21	9.21	13.19	22.02
Secretaries and administrative assistants	11.94	13.57	16.53	23.50	26.09
Executive secretaries and administrative assistants	14.50	15.00	22.63	26.06	26.90
Secretaries, except legal, medical, and executive	10.00	10.24	12.29	12.29	15.39
Office clerks, general	10.00	10.00	12.65	15.75	18.10
Construction and extraction occupations	11.50	15.32	20.79	31.31	35.00
Electricians	23.64	24.29	30.08	31.31	33.09
Installation, maintenance, and repair occupations	14.90	17.49	19.60	22.03	26.49
Industrial machinery installation, repair, and maintenance workers	11.68	15.52	22.25	26.49	26.49
Industrial machinery mechanics	20.91	22.25	22.28	26.48	27.18
Production occupations	9.37	11.12	16.05	20.49	24.42
First-line supervisors/managers of production and operating workers	20.31	21.12	23.85	27.50	33.59
Electrical, electronics, and electromechanical assemblers	9.73	11.14	13.27	18.59	23.00
Miscellaneous assemblers and fabricators	9.50	9.76	11.12	15.52	17.52
Computer control programmers and operators	17.39	18.14	20.72	20.72	21.95
Machine tool cutting setters, operators, and tenders, metal and plastic	10.00	10.00	16.00	18.77	20.21
Cutting, punching, and press machine setters, operators, and tenders, metal and plastic	17.59	18.53	18.77	18.84	20.87
Inspectors, testers, sorters, samplers, and weighers	8.19	9.85	12.45	21.21	25.75
Miscellaneous production workers	7.65	8.00	13.71	17.75	20.48
Transportation and material moving occupations	8.30	10.51	13.38	16.56	21.63
Driver/sales workers and truck drivers	11.04	14.98	16.22	18.25	28.42
Truck drivers, heavy and tractor-trailer	15.00	15.45	16.64	20.61	28.42
Truck drivers, light or delivery services	7.50	11.04	14.98	16.54	27.37
Industrial truck and tractor operators	11.00	12.00	13.50	17.48	24.62
Laborers and material movers, hand	7.80	8.30	10.00	13.38	14.53
Laborers and freight, stock, and material movers, hand	7.80	10.51	12.60	14.32	16.37
Packers and packagers, hand	7.50	8.30	8.30	12.00	14.53

¹ Percentiles designate position in the earnings distribution and are calculated from individual-worker earnings and the hours they are scheduled to work. At the 50th percentile, the median, half of the hours are paid the same as or more than the rate shown, and half are paid the same as or less than the rate shown. At the 25th percentile, one-fourth of the hours are paid the same as or less than the rate shown. At the 75th percentile, one-fourth are paid the same as or more than the rate shown. The 10th and 90th percentiles follow the same logic. Hourly wages are the straight-time wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, and holidays;

nonproduction bonuses; and tips.

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Table 8. State and local government workers: Hourly wage percentiles¹, Milwaukee-Racine-Waukesha, WI CSA, October 2007

Occupation ²	10	25	Median 50	75	90
All workers	\$13.90	\$16.62	\$23.35	\$31.45	\$40.81
Management occupations	24.50	26.69	30.88	36.01	43.92
Education, training, and library occupations	14.64	24.84	32.82	39.34	44.51
Primary, secondary, and special education school teachers	24.94	30.11	35.17	40.97	44.75
Elementary and middle school teachers	25.57	30.25	34.90	40.81	44.51
Elementary school teachers, except special education	25.67	30.48	34.27	41.41	45.78
Middle school teachers, except special and vocational education	24.80	29.76	37.36	38.67	41.63
Secondary school teachers	24.60	28.65	35.27	42.09	46.39
Secondary school teachers, except special and vocational education	24.60	28.65	35.27	42.09	46.39
Teacher assistants	10.50	12.18	13.94	15.73	16.22
Healthcare practitioner and technical occupations	19.35	27.01	30.84	67.99	75.38
Protective service occupations	14.58	16.92	24.39	28.08	30.78
Police officers	21.71	25.37	27.59	30.43	32.88
Police and sheriff's patrol officers	21.71	25.37	27.59	30.43	32.88
Building and grounds cleaning and maintenance occupations	11.96	11.96	15.42	19.01	21.48
Building cleaning workers	11.96	11.96	15.29	18.42	21.48
Janitors and cleaners, except maids and housekeeping cleaners	11.96	11.96	15.29	18.42	21.48
Office and administrative support occupations	13.96	15.12	16.22	17.53	18.51
Secretaries and administrative assistants	14.63	16.04	16.12	17.53	17.72
Construction and extraction occupations	16.28	17.87	22.75	23.67	28.68

¹ Percentiles designate position in the earnings distribution and are calculated from individual-worker earnings and the hours they are scheduled to work. At the 50th percentile, the median, half of the hours are paid the same as or more than the rate shown, and half are paid the same as or less than the rate shown. At the 25th percentile, one-fourth of the hours are paid the same as or less than the rate shown. At the 75th percentile, one-fourth are paid the same as or more than the rate shown. The 10th and 90th percentiles follow the same logic. Hourly wages are the straight-time wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, and holidays;

nonproduction bonuses; and tips.

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Table 9. Full-time¹ civilian workers: Hourly wage percentiles², Milwaukee-Racine-Waukesha, WI CSA, October 2007

Occupation ³	Full-time workers				
	10	25	Median 50	75	90
All workers	\$10.05	\$12.75	\$18.74	\$27.09	\$37.42
Management occupations	23.24	27.65	40.70	47.01	58.01
Marketing and sales managers	42.23	42.23	48.21	52.87	66.97
Financial managers	15.63	24.08	36.05	40.14	64.10
Industrial production managers	26.86	26.86	41.61	52.30	68.01
Education administrators	23.75	26.69	30.94	30.94	43.92
Medical and health services managers	16.24	30.35	45.98	45.98	52.07
Business and financial operations occupations	18.56	22.29	27.86	31.45	37.80
Buyers and purchasing agents	18.54	23.18	29.45	29.45	41.97
Purchasing agents, except wholesale, retail, and farm products	18.53	23.18	29.45	29.45	41.97
Accountants and auditors	18.76	19.83	24.04	24.04	27.35
Computer and mathematical science occupations	21.64	25.26	31.47	37.27	40.38
Computer programmers	23.59	24.04	26.48	41.11	41.74
Computer software engineers	23.56	25.88	32.50	37.64	39.67
Computer software engineers, applications	24.20	25.88	37.26	37.64	39.67
Computer support specialists	19.15	19.47	31.30	32.91	41.59
Computer systems analysts	27.09	28.13	34.66	37.85	39.11
Network and computer systems administrators	21.03	25.56	36.44	48.89	53.85
Network systems and data communications analysts	25.09	26.27	26.27	29.44	30.41
Architecture and engineering occupations	22.00	26.75	28.57	32.97	35.51
Engineers	24.01	28.57	29.76	33.25	37.50
Industrial engineers, including health and safety	24.24	27.42	28.57	30.48	32.02
Industrial engineers	24.24	27.42	28.57	30.48	32.02
Engineering technicians, except drafters	18.67	21.95	26.75	27.52	32.99
Electrical and electronic engineering technicians	16.76	18.67	26.72	28.25	32.99
Life, physical, and social science occupations	17.21	23.51	24.78	25.93	45.53
Physical scientists	22.31	23.58	24.78	45.53	56.13
Community and social services occupations	16.17	17.60	17.60	23.00	28.75
Education, training, and library occupations	8.65	10.61	29.17	38.65	46.55
Postsecondary teachers	28.11	34.29	46.15	82.07	103.67
Arts, communications, and humanities teachers, postsecondary	28.11	31.01	34.97	36.00	43.87
Primary, secondary, and special education school teachers	8.65	25.18	33.55	39.77	44.27
Elementary and middle school teachers	24.93	29.64	34.72	40.81	44.51
Elementary school teachers, except special education	24.94	29.64	34.21	41.16	45.78
Middle school teachers, except special and vocational education	24.80	29.81	37.36	38.67	41.63
Secondary school teachers	24.60	28.65	35.27	42.09	46.39
Secondary school teachers, except special and vocational education	24.60	28.65	35.27	42.09	46.39
Teacher assistants	7.00	9.80	10.16	11.20	15.06
Arts, design, entertainment, sports, and media occupations	12.56	13.99	22.12	34.38	39.15
Healthcare practitioner and technical occupations	13.24	19.31	25.92	30.84	51.66
Registered nurses	22.99	24.37	27.10	29.84	34.00
Clinical laboratory technologists and technicians	12.25	12.94	15.01	20.29	23.47
Healthcare support occupations	10.32	10.60	12.44	15.48	17.92
Nursing, psychiatric, and home health aides	10.01	10.32	11.21	12.85	14.67
Nursing aides, orderlies, and attendants	10.01	10.32	11.25	12.89	14.67
Protective service occupations	9.70	11.96	17.42	24.73	29.16
Police officers	23.15	25.37	27.59	30.43	32.88
Police and sheriff's patrol officers	23.15	25.37	27.59	30.43	32.88
Security guards and gaming surveillance officers	9.70	10.00	12.25	16.64	18.78
Security guards	9.70	10.00	12.25	16.64	18.78

See footnotes at end of table.

Table 9. Full-time¹ civilian workers: Hourly wage percentiles², Milwaukee-Racine-Waukesha, WI CSA, October 2007 — Continued

Occupation ³	Full-time workers				
	10	25	Median 50	75	90
Food preparation and serving related occupations	\$2.58	\$2.60	\$8.08	\$11.00	\$12.02
Waiters and waitresses	2.53	2.58	2.58	4.50	5.26
Building and grounds cleaning and maintenance occupations	8.58	10.84	12.35	16.98	21.48
Building cleaning workers	8.60	10.74	11.96	14.92	19.01
Janitors and cleaners, except maids and housekeeping cleaners	10.63	11.80	13.00	16.98	20.36
Personal care and service occupations	10.72	11.69	13.06	21.10	32.65
Sales and related occupations	9.15	11.89	15.03	25.72	131.48
Retail sales workers	7.50	11.48	11.89	13.22	21.76
Office and administrative support occupations	10.58	12.29	14.95	18.51	24.35
Financial clerks	10.63	12.49	15.08	17.30	21.42
Bookkeeping, accounting, and auditing clerks	10.63	12.42	15.00	17.30	21.42
Payroll and timekeeping clerks	12.49	14.36	16.61	17.40	23.10
Customer service representatives	12.00	13.33	15.39	22.97	25.58
Secretaries and administrative assistants	12.29	14.74	17.48	23.13	26.09
Executive secretaries and administrative assistants	14.50	15.87	22.80	26.09	26.98
Secretaries, except legal, medical, and executive	12.29	12.29	15.39	16.12	17.53
Office clerks, general	10.00	10.50	13.23	17.48	18.51
Construction and extraction occupations	11.50	16.08	22.75	30.08	33.11
Electricians	21.18	24.29	30.08	31.31	33.09
Installation, maintenance, and repair occupations	14.90	17.49	19.60	22.16	26.49
Automotive technicians and repairers	17.00	17.00	20.36	20.85	24.50
Industrial machinery installation, repair, and maintenance workers	11.68	15.52	22.03	26.49	26.49
Industrial machinery mechanics	20.91	22.25	22.28	26.48	27.18
Maintenance and repair workers, general	14.90	15.52	21.38	26.49	26.49
Production occupations	9.50	11.14	16.37	20.63	24.60
First-line supervisors/managers of production and operating workers	20.31	21.12	23.85	27.50	33.59
Electrical, electronics, and electromechanical assemblers	9.73	11.14	13.27	18.59	23.00
Miscellaneous assemblers and fabricators	9.76	9.76	11.12	16.00	17.60
Computer control programmers and operators	17.39	18.14	20.72	20.72	21.95
Machine tool cutting setters, operators, and tenders, metal and plastic	12.00	16.00	17.59	18.77	20.21
Cutting, punching, and press machine setters, operators, and tenders, metal and plastic	17.59	18.53	18.77	18.84	20.87
Inspectors, testers, sorters, samplers, and weighers	8.19	9.85	12.45	21.21	25.75
Miscellaneous production workers	7.65	8.00	13.71	17.75	20.48
Transportation and material moving occupations	8.75	11.00	14.79	16.88	24.62
Driver/sales workers and truck drivers	12.38	15.00	16.54	18.55	28.42
Truck drivers, heavy and tractor-trailer	15.00	15.45	16.64	21.09	28.42
Truck drivers, light or delivery services	7.50	7.50	14.98	16.54	27.37
Industrial truck and tractor operators	11.00	12.00	13.50	17.48	24.62
Laborers and material movers, hand	8.30	8.85	10.51	13.38	14.53
Laborers and freight, stock, and material movers, hand	8.75	10.51	13.38	14.32	16.37

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

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

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Table 10. Part-time¹ civilian workers: Hourly wage percentiles², Milwaukee-Racine-Waukesha, WI CSA, October 2007

Occupation ³	Part-time workers				
	10	25	Median 50	75	90
All workers	\$6.50	\$7.65	\$9.43	\$11.87	\$16.10
Education, training, and library occupations	10.30	11.00	13.00	15.25	20.79
Teacher assistants	10.25	10.50	12.63	13.67	14.36
Healthcare practitioner and technical occupations	19.50	24.03	28.63	32.39	34.46
Registered nurses	24.71	27.31	30.78	33.39	35.27
Healthcare support occupations	9.61	9.85	10.35	10.60	12.02
Nursing aides, orderlies, and attendants	8.97	10.22	10.43	11.70	12.02
Protective service occupations	7.80	8.00	9.50	11.30	12.24
Food preparation and serving related occupations	2.47	4.00	6.75	8.75	10.68
Food service, tipped	2.47	2.47	4.00	6.00	10.72
Fast food and counter workers	6.50	6.50	7.10	8.51	10.16
Combined food preparation and serving workers, including fast food	6.50	6.50	7.10	8.51	9.38
Building and grounds cleaning and maintenance occupations	7.00	7.39	8.50	9.25	13.90
Building cleaning workers	7.00	7.39	8.40	9.25	13.90
Janitors and cleaners, except maids and housekeeping cleaners	7.00	7.52	8.75	10.25	15.42
Personal care and service occupations	7.19	7.34	8.59	9.81	10.77
Recreation and fitness workers	7.42	8.59	9.72	10.56	10.57
Sales and related occupations	6.75	7.32	8.01	9.10	10.50
Retail sales workers	6.75	7.32	7.90	9.00	10.50
Cashiers, all workers	6.75	7.10	7.94	9.10	10.35
Cashiers	6.75	7.10	7.94	9.10	10.35
Retail salespersons	6.75	7.75	8.01	8.45	10.50
Office and administrative support occupations	8.50	9.00	10.47	13.00	15.75
Receptionists and information clerks	8.00	8.25	9.43	11.30	12.00
Secretaries and administrative assistants	9.35	10.24	11.50	15.00	15.00
Office clerks, general	9.50	12.65	13.00	15.75	18.60
Production occupations	7.77	9.37	10.00	10.00	16.00
Transportation and material moving occupations	7.00	9.00	11.87	11.96	11.96
Laborers and material movers, hand	6.50	7.00	7.50	9.50	13.57
Laborers and freight, stock, and material movers, hand	6.40	7.50	9.00	12.60	16.52

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

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

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Table 11. Full-time¹ civilian workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Milwaukee-Racine-Waukesha, WI CSA, October 2007

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
All workers	\$22.29	\$18.74	\$887	\$748	39.8	\$45,239	\$38,667	2,029
Management occupations	39.72	40.70	1,591	1,628	40.1	82,248	83,500	2,071
Marketing and sales managers	50.22	48.21	1,963	1,808	39.1	102,074	94,000	2,032
Financial managers	34.45	36.05	1,361	1,352	39.5	70,785	70,298	2,055
Industrial production managers	43.64	41.61	1,768	1,664	40.5	91,961	86,551	2,107
Education administrators	31.37	30.94	1,247	1,238	39.8	60,086	64,355	1,915
Medical and health services managers	39.05	45.98	1,562	1,839	40.0	81,215	95,638	2,080
Business and financial operations occupations	28.22	27.86	1,125	1,114	39.8	58,483	57,949	2,072
Buyers and purchasing agents	27.94	29.45	1,118	1,178	40.0	58,114	61,252	2,080
Purchasing agents, except wholesale, retail, and farm products	27.45	29.45	1,098	1,178	40.0	57,088	61,252	2,080
Accountants and auditors	23.22	24.04	929	962	40.0	48,292	50,003	2,080
Computer and mathematical science occupations	31.35	31.47	1,259	1,271	40.2	65,488	66,094	2,089
Computer programmers	31.45	26.48	1,240	1,059	39.4	64,458	55,078	2,049
Computer software engineers	32.38	32.50	1,310	1,360	40.5	68,138	70,697	2,104
Computer software engineers, applications	33.81	37.26	1,352	1,491	40.0	70,319	77,507	2,080
Computer support specialists	28.33	31.30	1,133	1,252	40.0	58,923	65,100	2,080
Computer systems analysts	33.94	34.66	1,364	1,387	40.2	70,910	72,101	2,089
Network and computer systems administrators	36.64	36.44	1,456	1,458	39.7	75,724	75,799	2,067
Network systems and data communications analysts	27.37	26.27	1,108	1,051	40.5	57,630	54,635	2,106
Architecture and engineering occupations	29.48	28.57	1,183	1,163	40.1	61,523	60,501	2,087
Engineers	31.07	29.76	1,249	1,190	40.2	64,947	61,903	2,090
Industrial engineers, including health and safety	28.55	28.57	1,159	1,143	40.6	60,273	59,426	2,111
Industrial engineers	28.55	28.57	1,159	1,143	40.6	60,273	59,426	2,111
Engineering technicians, except drafters	25.46	26.75	1,018	1,070	40.0	52,958	55,644	2,080
Electrical and electronic engineering technicians	24.45	26.72	978	1,069	40.0	50,852	55,576	2,080
Life, physical, and social science occupations	28.08	24.78	1,123	991	40.0	58,410	51,542	2,080
Physical scientists	35.56	24.78	1,423	991	40.0	73,971	51,542	2,080
Community and social services occupations	20.53	17.60	818	704	39.8	41,058	36,604	2,000
Education, training, and library occupations	30.57	29.17	1,189	1,095	38.9	50,831	43,988	1,663
Postsecondary teachers	59.37	46.15	2,733	1,574	46.0	122,381	64,944	2,061
Arts, communications, and humanities teachers, postsecondary	34.97	34.97	1,385	1,399	39.6	55,975	56,812	1,600
Primary, secondary, and special education school teachers	30.95	33.55	1,146	1,226	37.0	45,432	46,979	1,468
Elementary and middle school teachers	35.04	34.72	1,308	1,280	37.3	49,456	48,185	1,412
Elementary school teachers, except special education	35.08	34.21	1,301	1,260	37.1	49,232	47,587	1,403
Middle school teachers, except special and vocational education	34.92	37.36	1,326	1,418	38.0	50,056	52,076	1,434
Secondary school teachers	35.04	35.27	1,344	1,333	38.4	50,808	50,591	1,450

See footnotes at end of table.

Table 11. Full-time¹ civilian workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Milwaukee-Racine-Waukesha, WI CSA, October 2007 — Continued

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
Education, training, and library occupations –Continued								
Secondary school teachers, except special and vocational education	\$35.04	\$35.27	\$1,344	\$1,333	38.4	\$50,808	\$50,591	1,450
Teacher assistants	10.49	10.16	401	406	38.3	19,376	20,800	1,848
Arts, design, entertainment, sports, and media occupations								
	24.18	22.12	961	898	39.7	48,076	48,112	1,988
Healthcare practitioner and technical occupations								
Registered nurses	28.02	25.92	1,111	1,010	39.7	57,578	52,483	2,055
Clinical laboratory technologists and technicians	27.46	27.10	1,082	1,084	39.4	56,287	56,358	2,050
	16.68	15.01	664	601	39.8	34,513	31,262	2,069
Healthcare support occupations								
Nursing, psychiatric, and home health aides	13.17	12.44	512	485	38.8	26,614	25,210	2,020
Nursing aides, orderlies, and attendants	11.71	11.21	449	435	38.4	23,356	22,610	1,995
	11.72	11.25	450	436	38.3	23,378	22,654	1,994
Protective service occupations								
Police officers	18.38	17.42	756	750	41.2	38,436	36,774	2,092
Police and sheriff's patrol officers ...	27.83	27.59	1,113	1,104	40.0	57,869	57,387	2,079
	27.83	27.59	1,113	1,104	40.0	57,869	57,387	2,079
Security guards and gaming surveillance officers	13.57	12.25	537	490	39.6	26,773	23,813	1,973
Security guards	13.57	12.25	537	490	39.6	26,773	23,813	1,973
Food preparation and serving related occupations								
Waiters and waitresses	7.73	8.08	279	283	36.1	14,495	14,704	1,875
	3.32	2.58	109	72	32.8	5,665	3,749	1,708
Building and grounds cleaning and maintenance occupations								
Building cleaning workers	13.66	12.35	545	494	39.9	28,061	25,563	2,054
Janitors and cleaners, except maids and housekeeping cleaners	13.24	11.96	528	478	39.9	27,471	24,877	2,075
	14.17	13.00	566	520	39.9	29,423	27,040	2,077
Personal care and service occupations								
	17.21	13.06	641	533	37.3	30,843	26,223	1,792
Sales and related occupations								
Retail sales workers	32.32	15.03	1,327	601	41.1	69,009	31,260	2,135
	12.43	11.89	521	529	41.9	27,097	27,491	2,180
Office and administrative support occupations								
Financial clerks	16.07	14.95	637	595	39.6	32,997	30,950	2,053
Bookkeeping, accounting, and auditing clerks	15.38	15.08	611	600	39.7	31,547	30,401	2,051
Payroll and timekeeping clerks	15.36	15.00	610	585	39.7	31,703	30,401	2,063
Customer service representatives	16.91	16.61	668	664	39.5	34,728	34,540	2,053
Secretaries and administrative assistants	17.77	15.39	710	615	39.9	36,907	32,005	2,077
Executive secretaries and administrative assistants	18.66	17.48	740	700	39.7	38,406	36,338	2,058
Secretaries, except legal, medical, and executive	21.15	22.80	834	900	39.4	43,351	46,781	2,050
Office clerks, general	14.99	15.39	599	615	40.0	30,935	32,001	2,064
	14.13	13.23	561	549	39.7	29,178	28,558	2,064
Construction and extraction occupations								
Electricians	23.58	22.75	942	910	40.0	47,613	41,995	2,019
	27.77	30.08	1,111	1,203	40.0	57,761	62,566	2,080

See footnotes at end of table.

Table 11. Full-time¹ civilian workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Milwaukee-Racine-Waukesha, WI CSA, October 2007 — Continued

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
Installation, maintenance, and repair occupations	\$20.07	\$19.60	\$831	\$810	41.4	\$43,206	\$42,120	2,152
Automotive technicians and repairers	19.92	20.36	891	916	44.7	46,353	47,631	2,327
Industrial machinery installation, repair, and maintenance workers	20.85	22.03	834	881	40.0	43,372	45,822	2,080
Industrial machinery mechanics	23.69	22.28	947	891	40.0	49,269	46,342	2,080
Maintenance and repair workers, general	21.37	21.38	855	855	40.0	44,448	44,470	2,080
Production occupations	16.42	16.37	657	655	40.0	34,133	34,050	2,079
First-line supervisors/managers of production and operating workers	24.75	23.85	995	971	40.2	51,726	50,492	2,090
Electrical, electronics, and electromechanical assemblers	15.44	13.27	618	531	40.0	32,122	27,602	2,080
Miscellaneous assemblers and fabricators	12.56	11.12	502	445	40.0	26,119	23,130	2,080
Computer control programmers and operators	19.68	20.72	787	829	40.0	40,939	43,087	2,080
Machine tool cutting setters, operators, and tenders, metal and plastic	17.29	17.59	692	704	40.0	35,962	36,591	2,080
Cutting, punching, and press machine setters, operators, and tenders, metal and plastic	19.05	18.77	762	751	40.0	39,614	39,042	2,080
Inspectors, testers, sorters, samplers, and weighers	15.26	12.45	610	498	40.0	31,387	25,896	2,057
Miscellaneous production workers	13.57	13.71	543	549	40.0	28,219	28,525	2,080
Transportation and material moving occupations	15.55	14.79	616	599	39.6	31,950	31,158	2,055
Driver/sales workers and truck drivers	17.75	16.54	713	662	40.2	37,101	34,403	2,090
Truck drivers, heavy and tractor-trailer	18.82	16.64	758	666	40.3	39,410	34,611	2,094
Truck drivers, light or delivery services	14.82	14.98	593	599	40.0	30,830	31,158	2,080
Industrial truck and tractor operators ..	15.60	13.50	624	540	40.0	32,184	28,080	2,063
Laborers and material movers, hand ..	11.13	10.51	449	420	40.3	23,348	21,859	2,097
Laborers and freight, stock, and material movers, hand	12.70	13.38	507	535	39.9	26,377	27,839	2,076

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

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

³ Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours. See appendix A for more information.

⁴ Mean weekly earnings are the straight-time weekly wages or salaries

paid to employees. Median weekly earnings designates position - one-half of the hours are paid the same as or more than the rate shown. Mean weekly hours are the hours an employee is scheduled to work in a week, exclusive of overtime.

⁵ Mean annual earnings are the straight-time annual wages or salaries paid to employees. Median annual earnings designates position - one-half of the hours are paid the same as or more than the rate shown. Mean annual hours are the hours an employee is scheduled to work in a year, exclusive of overtime.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Table 12. Full-time¹ private industry workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Milwaukee-Racine-Waukesha, WI CSA, October 2007

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
All workers	\$21.87	\$18.12	\$871	\$724	39.8	\$44,994	\$37,440	2,057
Management occupations	40.17	40.70	1,609	1,628	40.1	83,684	84,646	2,083
Marketing and sales managers	50.22	48.21	1,963	1,808	39.1	102,074	94,000	2,032
Financial managers	34.45	36.05	1,361	1,352	39.5	70,785	70,298	2,055
Industrial production managers	43.64	41.61	1,768	1,664	40.5	91,961	86,551	2,107
Medical and health services managers	39.05	45.98	1,562	1,839	40.0	81,215	95,638	2,080
Business and financial operations occupations	28.55	27.86	1,138	1,114	39.9	59,179	57,949	2,073
Buyers and purchasing agents	27.94	29.45	1,118	1,178	40.0	58,114	61,252	2,080
Purchasing agents, except wholesale, retail, and farm products	27.45	29.45	1,098	1,178	40.0	57,088	61,252	2,080
Accountants and auditors	24.42	24.04	977	962	40.0	50,800	50,003	2,080
Computer and mathematical science occupations	31.41	31.47	1,262	1,294	40.2	65,629	67,273	2,089
Computer programmers	31.79	27.88	1,252	1,115	39.4	65,109	57,990	2,048
Computer software engineers	32.52	32.50	1,316	1,360	40.5	68,440	70,697	2,105
Computer software engineers, applications	33.81	37.26	1,352	1,491	40.0	70,319	77,507	2,080
Computer support specialists	28.33	31.30	1,133	1,252	40.0	58,923	65,100	2,080
Computer systems analysts	33.94	34.66	1,364	1,387	40.2	70,910	72,101	2,089
Architecture and engineering occupations	29.57	28.57	1,187	1,166	40.1	61,724	60,607	2,087
Engineers	31.07	29.76	1,249	1,190	40.2	64,947	61,903	2,090
Industrial engineers, including health and safety	28.55	28.57	1,159	1,143	40.6	60,273	59,426	2,111
Industrial engineers	28.55	28.57	1,159	1,143	40.6	60,273	59,426	2,111
Engineering technicians, except drafters	25.59	26.75	1,024	1,070	40.0	53,228	55,644	2,080
Electrical and electronic engineering technicians	24.45	26.72	978	1,069	40.0	50,852	55,576	2,080
Life, physical, and social science occupations	28.63	25.93	1,145	1,037	40.0	59,541	53,934	2,080
Community and social services occupations	18.80	17.60	751	704	39.9	39,038	36,604	2,076
Education, training, and library occupations	28.42	10.50	1,155	406	40.6	56,832	21,840	2,000
Postsecondary teachers	62.67	52.45	2,962	1,574	47.3	136,708	64,944	2,181
Arts, communications, and humanities teachers, postsecondary	33.79	34.97	1,334	1,399	39.5	54,484	56,812	1,613
Arts, design, entertainment, sports, and media occupations	24.13	19.88	958	795	39.7	47,586	49,005	1,972
Healthcare practitioner and technical occupations	26.64	24.84	1,056	980	39.7	54,931	50,961	2,062
Registered nurses	27.23	27.10	1,072	1,080	39.4	55,763	56,160	2,048
Clinical laboratory technologists and technicians	16.68	15.01	664	601	39.8	34,513	31,262	2,069
Healthcare support occupations	13.16	12.38	510	482	38.8	26,543	25,043	2,017
Nursing, psychiatric, and home health aides	11.56	11.09	442	424	38.2	22,986	22,048	1,988
Nursing aides, orderlies, and attendants	11.58	11.16	442	424	38.2	23,005	22,048	1,987
Protective service occupations	13.31	12.00	530	480	39.8	27,474	24,875	2,064

See footnotes at end of table.

Table 12. Full-time¹ private industry workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Milwaukee-Racine-Waukesha, WI CSA, October 2007 — Continued

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
Protective service occupations								
–Continued								
Security guards and gaming surveillance officers	\$13.26	\$11.96	\$528	\$478	39.8	\$27,364	\$24,544	2,063
Security guards	13.26	11.96	528	478	39.8	27,364	24,544	2,063
Food preparation and serving related occupations	7.73	8.08	279	283	36.1	14,495	14,704	1,875
Waiters and waitresses	3.32	2.58	109	72	32.8	5,665	3,749	1,708
Building and grounds cleaning and maintenance occupations	11.86	10.99	473	440	39.9	24,147	22,859	2,037
Building cleaning workers	10.94	10.99	436	440	39.9	22,680	22,859	2,073
Janitors and cleaners, except maids and housekeeping cleaners	11.82	11.71	472	468	39.9	24,521	24,357	2,074
Personal care and service occupations	17.21	13.06	641	533	37.3	30,843	26,223	1,792
Sales and related occupations	32.32	15.03	1,327	601	41.1	69,009	31,260	2,135
Retail sales workers	12.43	11.89	521	529	41.9	27,097	27,491	2,180
Office and administrative support occupations	16.04	14.75	636	582	39.6	32,918	30,160	2,053
Financial clerks	15.35	15.00	610	585	39.7	31,475	30,222	2,051
Bookkeeping, accounting, and auditing clerks	15.32	14.76	608	580	39.7	31,596	30,139	2,063
Payroll and timekeeping clerks	16.91	16.61	668	664	39.5	34,728	34,540	2,053
Customer service representatives	17.77	15.39	710	615	39.9	36,907	32,005	2,077
Secretaries and administrative assistants	19.12	18.33	757	733	39.6	39,364	38,126	2,059
Executive secretaries and administrative assistants	21.34	22.95	841	905	39.4	43,722	47,072	2,049
Office clerks, general	13.00	12.50	520	500	40.0	27,016	26,000	2,078
Construction and extraction occupations	23.63	20.79	944	806	40.0	47,615	41,600	2,015
Electricians	27.92	30.08	1,117	1,203	40.0	58,075	62,566	2,080
Installation, maintenance, and repair occupations	20.04	19.60	830	810	41.4	43,166	42,120	2,154
Industrial machinery installation, repair, and maintenance workers	20.83	22.25	833	890	40.0	43,316	46,280	2,080
Industrial machinery mechanics	23.69	22.28	947	891	40.0	49,269	46,342	2,080
Production occupations	16.41	16.37	657	652	40.0	34,104	33,904	2,079
First-line supervisors/managers of production and operating workers	24.75	23.85	995	971	40.2	51,726	50,492	2,090
Electrical, electronics, and electromechanical assemblers	15.44	13.27	618	531	40.0	32,122	27,602	2,080
Miscellaneous assemblers and fabricators	12.56	11.12	502	445	40.0	26,119	23,130	2,080
Computer control programmers and operators	19.68	20.72	787	829	40.0	40,939	43,087	2,080
Machine tool cutting setters, operators, and tenders, metal and plastic	17.29	17.59	692	704	40.0	35,962	36,591	2,080
Cutting, punching, and press machine setters, operators, and tenders, metal and plastic	19.05	18.77	762	751	40.0	39,614	39,042	2,080
Inspectors, testers, sorters, samplers, and weighers	15.26	12.45	610	498	40.0	31,387	25,896	2,057
Miscellaneous production workers	13.57	13.71	543	549	40.0	28,219	28,525	2,080

See footnotes at end of table.

Table 12. Full-time¹ private industry workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Milwaukee-Racine-Waukesha, WI CSA, October 2007 — Continued

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
Transportation and material moving occupations	\$15.40	\$14.53	\$610	\$585	39.6	\$31,640	\$30,222	2,054
Driver/sales workers and truck drivers	17.69	16.54	711	662	40.2	36,964	34,403	2,090
Truck drivers, heavy and tractor-trailer	18.75	16.64	755	666	40.3	39,266	34,611	2,094
Truck drivers, light or delivery services	14.82	14.98	593	599	40.0	30,830	31,158	2,080
Industrial truck and tractor operators ..	15.60	13.50	624	540	40.0	32,184	28,080	2,063
Laborers and material movers, hand ..	11.13	10.51	449	420	40.3	23,348	21,859	2,097
Laborers and freight, stock, and material movers, hand	12.70	13.38	507	535	39.9	26,377	27,839	2,076

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

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

³ Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours. See appendix A for more information.

⁴ Mean weekly earnings are the straight-time weekly wages or salaries

paid to employees. Median weekly earnings designates position - one-half of the hours are paid the same as or more than the rate shown. Mean weekly hours are the hours an employee is scheduled to work in a week, exclusive of overtime.

⁵ Mean annual earnings are the straight-time annual wages or salaries paid to employees. Median annual earnings designates position - one-half of the hours are paid the same as or more than the rate shown. Mean annual hours are the hours an employee is scheduled to work in a year, exclusive of overtime.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Table 13. Full-time¹ State and local government workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Milwaukee-Racine-Waukesha, WI CSA, October 2007

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
All workers	\$26.28	\$24.29	\$1,035	\$972	39.4	\$47,296	\$45,737	1,800
Management occupations	31.70	30.88	1,268	1,235	40.0	59,300	57,512	1,871
Education, training, and library occupations	32.53	33.80	1,217	1,236	37.4	46,888	47,343	1,441
Primary, secondary, and special education school teachers	35.14	35.17	1,311	1,280	37.3	49,838	48,885	1,418
Elementary and middle school teachers	35.24	34.99	1,310	1,280	37.2	49,763	48,204	1,412
Elementary school teachers, except special education	35.45	34.43	1,307	1,272	36.9	49,719	48,114	1,403
Middle school teachers, except special and vocational education	34.73	37.36	1,317	1,370	37.9	49,877	52,076	1,436
Secondary school teachers	35.04	35.27	1,344	1,333	38.4	50,808	50,591	1,450
Secondary school teachers, except special and vocational education	35.04	35.27	1,344	1,333	38.4	50,808	50,591	1,450
Protective service occupations	23.31	24.73	992	1,104	42.6	49,409	55,328	2,119
Police officers	27.83	27.59	1,113	1,104	40.0	57,869	57,387	2,079
Police and sheriff's patrol officers	27.83	27.59	1,113	1,104	40.0	57,869	57,387	2,079
Building and grounds cleaning and maintenance occupations	16.27	16.40	650	649	40.0	33,824	33,754	2,079
Building cleaning workers	16.11	16.11	644	644	40.0	33,495	33,509	2,079
Janitors and cleaners, except maids and housekeeping cleaners	16.11	16.11	644	644	40.0	33,495	33,509	2,079
Office and administrative support occupations	16.52	16.56	656	648	39.7	33,960	33,688	2,056
Secretaries and administrative assistants	16.48	16.12	659	645	40.0	33,890	33,530	2,056
Construction and extraction occupations	22.87	22.75	915	910	40.0	47,575	47,320	2,080

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

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

³ Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours. See appendix A for more information.

⁴ Mean weekly earnings are the straight-time weekly wages or salaries

paid to employees. Median weekly earnings designates position - one-half of the hours are paid the same as or more than the rate shown. Mean weekly hours are the hours an employee is scheduled to work in a week, exclusive of overtime.

⁵ Mean annual earnings are the straight-time annual wages or salaries paid to employees. Median annual earnings designates position - one-half of the hours are paid the same as or more than the rate shown. Mean annual hours are the hours an employee is scheduled to work in a year, exclusive of overtime.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Table 14. **Size of establishment: Mean hourly earnings¹ of private industry establishments for major occupational groups, Milwaukee-Racine-Waukesha, WI CSA, October 2007**

Occupational group ²	Total	1-99 workers	100-499 workers	500 workers or more
All workers	\$20.22	\$19.54	\$18.25	\$24.69
Management, professional, and related	31.15	28.43	30.03	35.03
Management, business, and financial	36.31	32.82	35.29	40.86
Professional and related	28.92	26.65	27.53	32.51
Service	9.99	8.55	10.00	12.21
Sales and office	17.62	19.63	14.65	17.81
Sales and related	25.04	—	13.80	—
Office and administrative support	15.17	14.24	15.07	17.81
Natural resources, construction, and maintenance	22.13	21.14	24.01	24.21
Construction and extraction	23.63	22.15	—	—
Installation, maintenance, and repair	20.03	19.82	19.02	24.21
Production, transportation, and material moving	15.70	15.39	15.05	18.45
Production	16.20	15.55	16.69	16.33
Transportation and material moving	14.80	15.11	12.35	22.40
	Relative error ³ (percent)			
All workers	5.2	9.7	6.3	3.4
Management, professional, and related	2.1	6.3	3.1	1.5
Management, business, and financial	5.1	9.5	6.3	3.9
Professional and related	2.2	7.8	3.4	2.1
Service	6.8	18.0	4.3	4.9
Sales and office	17.9	28.4	7.0	2.6
Sales and related	44.1	—	19.7	—
Office and administrative support	3.5	4.7	9.4	2.6
Natural resources, construction, and maintenance	3.5	8.9	14.1	7.0
Construction and extraction	6.2	16.8	—	—
Installation, maintenance, and repair	4.7	5.6	8.1	9.1
Production, transportation, and material moving	4.6	7.2	6.8	6.0
Production	6.4	9.7	5.3	11.3
Transportation and material moving	6.5	7.8	7.0	16.4

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

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Table 15. Establishments with fewer than 100 workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours for full-time¹ private industry workers, Milwaukee-Racine-Waukesha, WI CSA, October 2007

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
All workers	\$21.21	\$16.88	\$844	\$670	39.8	\$43,549	\$34,403	2,053
Management occupations	33.73	31.46	1,365	1,473	40.5	70,955	76,575	2,104
Financial managers	33.99	24.08	1,352	963	39.8	70,314	50,086	2,069
Computer and mathematical science occupations	32.36	32.50	1,304	1,363	40.3	67,834	70,879	2,096
Education, training, and library occupations	10.05	10.00	380	392	37.8	19,432	20,384	1,934
Arts, design, entertainment, sports, and media occupations	14.20	13.46	568	538	40.0	29,541	28,001	2,080
Food preparation and serving related occupations	7.03	8.08	250	283	35.6	13,013	14,704	1,851
Waiters and waitresses	3.32	2.58	109	72	32.8	5,665	3,749	1,708
Sales and related occupations	46.50	17.70	1,956	870	42.1	101,712	45,263	2,187
Office and administrative support occupations	14.76	14.05	586	562	39.7	30,229	29,224	2,048
Financial clerks	14.12	14.15	564	566	39.9	28,818	29,355	2,040
Bookkeeping, accounting, and auditing clerks	13.30	12.21	531	488	39.9	27,592	25,397	2,074
Customer service representatives	15.34	14.28	612	571	39.9	31,830	29,702	2,075
Construction and extraction occupations	22.15	20.00	886	800	40.0	43,921	41,600	1,983
Installation, maintenance, and repair occupations	19.83	19.00	814	714	41.1	42,337	37,128	2,135
Production occupations	15.83	16.00	633	640	40.0	32,828	32,843	2,074
Transportation and material moving occupations	15.42	15.00	622	618	40.3	32,164	31,200	2,086
Driver/sales workers and truck drivers	16.82	16.00	673	640	40.0	34,988	33,280	2,080

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

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

³ Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours. See appendix A for more information.

⁴ Mean weekly earnings are the straight-time weekly wages or salaries paid to

employees. Median weekly earnings designates position - one-half of the hours are paid the same as or more than the rate shown. Mean weekly hours are the hours an employee is scheduled to work in a week, exclusive of overtime.

⁵ Mean annual earnings are the straight-time annual wages or salaries paid to employees. Median annual earnings designates position - one-half of the hours are paid the same as or more than the rate shown. Mean annual hours are the hours an employee is scheduled to work in a year, exclusive of overtime.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Table 16. Establishments with 100 workers or more: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours for full-time¹ private industry workers, Milwaukee-Racine-Waukesha, WI CSA, October 2007

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
All workers	\$22.43	\$19.33	\$894	\$773	39.9	\$46,217	\$40,186	2,060
Management occupations	45.56	45.02	1,811	1,801	39.7	94,150	93,646	2,067
Business and financial operations occupations ...	28.67	27.08	1,136	1,083	39.6	59,058	56,326	2,060
Buyers and purchasing agents	27.94	29.45	1,118	1,178	40.0	58,114	61,252	2,080
Purchasing agents, except wholesale, retail, and farm products	27.45	29.45	1,098	1,178	40.0	57,088	61,252	2,080
Accountants and auditors	24.42	24.04	977	962	40.0	50,800	50,003	2,080
Computer and mathematical science occupations	30.34	31.47	1,215	1,259	40.0	63,167	65,464	2,082
Computer software engineers	29.31	32.34	1,172	1,294	40.0	60,961	67,273	2,080
Computer systems analysts	33.28	34.51	1,338	1,380	40.2	69,593	71,772	2,091
Architecture and engineering occupations	29.90	28.57	1,201	1,143	40.2	62,474	59,426	2,089
Engineers	31.68	31.73	1,275	1,281	40.3	66,318	66,593	2,094
Industrial engineers, including health and safety	28.55	28.57	1,159	1,143	40.6	60,273	59,426	2,111
Industrial engineers	28.55	28.57	1,159	1,143	40.6	60,273	59,426	2,111
Engineering technicians, except drafters	25.90	27.36	1,036	1,094	40.0	53,875	56,909	2,080
Life, physical, and social science occupations	33.75	24.29	1,350	972	40.0	70,200	50,523	2,080
Community and social services occupations	18.80	17.60	751	704	39.9	39,038	36,604	2,076
Education, training, and library occupations	57.82	42.08	2,670	1,512	46.2	122,320	63,735	2,116
Postsecondary teachers	62.67	52.45	2,962	1,574	47.3	136,708	64,944	2,181
Arts, communications, and humanities teachers, postsecondary	33.79	34.97	1,334	1,399	39.5	54,484	56,812	1,613
Arts, design, entertainment, sports, and media occupations	31.73	34.38	1,252	1,375	39.5	60,173	60,757	1,896
Healthcare practitioner and technical occupations	23.21	23.50	918	920	39.6	47,759	47,828	2,058
Registered nurses	27.26	25.51	1,069	1,000	39.2	55,602	52,000	2,039
Clinical laboratory technologists and technicians ...	16.68	15.01	664	601	39.8	34,513	31,262	2,069
Healthcare support occupations	12.36	11.55	476	451	38.5	24,756	23,442	2,003
Nursing, psychiatric, and home health aides	11.56	11.09	442	424	38.2	22,986	22,048	1,988
Nursing aides, orderlies, and attendants	11.58	11.16	442	424	38.2	23,005	22,048	1,987
Protective service occupations	13.31	12.00	530	480	39.8	27,474	24,875	2,064
Security guards and gaming surveillance officers ..	13.26	11.96	528	478	39.8	27,364	24,544	2,063
Security guards	13.26	11.96	528	478	39.8	27,364	24,544	2,063
Food preparation and serving related occupations	11.98	11.90	467	465	39.0	24,306	24,170	2,029
Building and grounds cleaning and maintenance occupations	11.35	10.99	452	440	39.8	22,972	22,859	2,023
Building cleaning workers	11.44	10.99	456	440	39.8	23,694	22,859	2,071
Janitors and cleaners, except maids and housekeeping cleaners	11.82	11.71	472	468	39.9	24,521	24,357	2,074
Personal care and service occupations	14.52	11.69	483	468	33.2	20,916	24,311	1,440
Sales and related occupations	16.14	13.22	645	529	40.0	33,557	27,491	2,079
Office and administrative support occupations	17.26	16.54	683	652	39.6	35,516	33,925	2,058
Financial clerks	16.27	15.91	644	606	39.6	33,492	31,493	2,058
Bookkeeping, accounting, and auditing clerks ...	17.15	16.54	677	662	39.5	35,217	34,412	2,053
Customer service representatives	21.63	24.98	864	999	40.0	44,953	51,948	2,079
Secretaries and administrative assistants	19.41	18.22	769	726	39.6	40,014	37,752	2,061
Executive secretaries and administrative assistants	21.26	22.63	841	867	39.6	43,746	45,104	2,058

See footnotes at end of table.

Table 16. **Establishments with 100 workers or more: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours for full-time¹ private industry workers, Milwaukee-Racine-Waukesha, WI CSA, October 2007** — Continued

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
Office and administrative support occupations —Continued								
Office clerks, general	\$15.17	\$13.09	\$605	\$524	39.9	\$31,463	\$27,227	2,074
Construction and extraction occupations	26.27	30.08	1,049	1,203	39.9	54,539	62,566	2,076
Installation, maintenance, and repair occupations	20.48	21.00	866	881	42.3	45,014	45,822	2,198
Industrial machinery installation, repair, and maintenance workers	20.25	22.03	810	881	40.0	42,121	45,822	2,080
Industrial machinery mechanics	23.69	22.28	947	891	40.0	49,269	46,342	2,080
Production occupations	16.74	17.15	670	686	40.0	34,846	35,672	2,082
First-line supervisors/managers of production and operating workers	22.64	21.12	913	845	40.3	47,472	43,919	2,096
Electrical, electronics, and electromechanical assemblers	16.49	16.92	660	677	40.0	34,295	35,194	2,080
Miscellaneous assemblers and fabricators	13.41	11.12	536	445	40.0	27,884	23,130	2,080
Computer control programmers and operators	19.68	20.72	787	829	40.0	40,939	43,087	2,080
Machine tool cutting setters, operators, and tenders, metal and plastic	18.45	18.77	738	751	40.0	38,379	39,042	2,080
Inspectors, testers, sorters, samplers, and weighers	12.09	10.80	483	432	40.0	25,140	22,464	2,080
Miscellaneous production workers	12.42	11.00	497	440	40.0	25,840	22,880	2,080
Transportation and material moving occupations	15.39	13.38	604	535	39.2	31,327	27,839	2,035
Driver/sales workers and truck drivers	20.00	16.66	814	666	40.7	42,353	34,653	2,117
Truck drivers, heavy and tractor-trailer	18.80	16.66	768	666	40.9	39,936	34,653	2,125
Industrial truck and tractor operators	16.77	15.63	671	625	40.0	34,880	32,515	2,080
Laborers and material movers, hand	11.41	10.95	456	430	40.0	23,700	22,360	2,077
Laborers and freight, stock, and material movers, hand	12.71	13.38	508	535	39.9	26,396	27,839	2,076

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

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

³ Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours. See appendix A for more information.

⁴ Mean weekly earnings are the straight-time weekly wages or salaries paid to

employees. Median weekly earnings designates position - one-half of the hours are paid the same as or more than the rate shown. Mean weekly hours are the hours an employee is scheduled to work in a week, exclusive of overtime.

⁵ Mean annual earnings are the straight-time annual wages or salaries paid to employees. Median annual earnings designates position - one-half of the hours are paid the same as or more than the rate shown. Mean annual hours are the hours an employee is scheduled to work in a year, exclusive of overtime.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Table 17. Union¹ and nonunion workers: Mean hourly earnings² for major occupational groups, Milwaukee-Racine-Waukesha, WI CSA, October 2007

Occupational group ³	Union			Nonunion		
	Civilian workers	Private industry workers	State and local government workers	Civilian workers	Private industry workers	State and local government workers
All workers	\$23.74	\$22.82	\$25.05	\$20.04	\$19.89	\$27.26
Management, professional, and related	31.16	28.47	31.57	31.21	31.21	31.40
Management, business, and financial	—	—	—	36.19	36.42	30.90
Professional and related	31.43	27.29	31.88	29.06	28.96	31.63
Service	16.54	13.31	18.89	9.97	9.59	25.38
Sales and office	19.29	21.53	16.39	17.37	17.39	15.43
Sales and related	—	—	—	25.44	25.44	—
Office and administrative support	20.01	23.13	16.39	14.63	14.62	15.43
Natural resources, construction, and maintenance	28.72	29.65	22.59	18.16	18.18	—
Construction and extraction	29.41	30.40	22.87	17.35	17.40	—
Installation, maintenance, and repair	25.72	26.42	—	18.86	18.86	—
Production, transportation, and material moving	20.16	20.08	—	14.75	14.75	—
Production	18.74	18.68	—	15.73	15.73	—
Transportation and material moving	21.97	22.03	—	12.93	12.93	—
	Relative error ⁴ (percent)					
All workers	3.7	5.9	2.1	5.7	5.9	4.2
Management, professional, and related	3.3	10.4	3.6	2.0	2.1	3.3
Management, business, and financial	—	—	—	4.9	5.1	9.9
Professional and related	3.5	14.5	3.6	2.1	2.2	8.8
Service	4.5	8.5	2.7	7.7	7.6	8.4
Sales and office	7.9	9.7	3.2	19.0	19.2	7.1
Sales and related	—	—	—	44.9	44.9	—
Office and administrative support	6.7	4.9	3.2	3.0	3.1	7.1
Natural resources, construction, and maintenance	2.1	1.6	1.1	3.6	3.6	—
Construction and extraction	2.2	1.6	1.0	5.6	5.8	—
Installation, maintenance, and repair	5.4	5.3	—	3.8	3.8	—
Production, transportation, and material moving	9.7	10.2	—	6.5	6.5	—
Production	7.8	7.8	—	7.9	7.9	—
Transportation and material moving	12.6	14.1	—	5.8	5.8	—

¹ Union workers are those whose wages are determined through collective bargaining.

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

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

information.

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Table 18. Time and incentive workers¹: Mean hourly earnings² for major occupational groups, Milwaukee-Racine-Waukesha, WI CSA, October 2007

Occupational group ³	Time		Incentive	
	Civilian workers	Private industry workers	Civilian workers	Private industry workers
All workers	\$20.21	\$19.68	\$29.35	\$29.35
Management, professional, and related	31.25	31.20	—	—
Management, business, and financial	36.18	36.63	—	—
Professional and related	29.47	28.92	—	—
Service	11.18	9.64	—	—
Sales and office	14.54	14.43	39.61	39.61
Sales and related	10.59	10.59	44.03	44.03
Office and administrative support	15.24	15.17	—	—
Natural resources, construction, and maintenance	22.46	22.48	—	—
Construction and extraction	—	23.63	—	—
Installation, maintenance, and repair	20.54	20.51	—	—
Production, transportation, and material moving	15.78	15.72	14.45	14.45
Production	16.19	16.17	17.28	17.28
Transportation and material moving	15.07	14.93	—	—
	Relative error ⁴ (percent)			
All workers	2.6	2.9	38.0	38.0
Management, professional, and related	1.8	2.1	—	—
Management, business, and financial	5.1	5.3	—	—
Professional and related	1.7	2.2	—	—
Service	4.9	6.7	—	—
Sales and office	3.4	3.6	44.2	44.2
Sales and related	4.5	4.5	42.8	42.8
Office and administrative support	3.3	3.6	—	—
Natural resources, construction, and maintenance	3.1	3.4	—	—
Construction and extraction	—	6.2	—	—
Installation, maintenance, and repair	5.5	5.7	—	—
Production, transportation, and material moving	4.9	5.0	22.8	22.8
Production	6.9	6.9	6.6	6.6
Transportation and material moving	7.3	7.4	—	—

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

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

³ Workers are classified by occupation using the 2000

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Table 19. Industry sector¹: Mean hourly earnings² for private industry workers by major occupational group, Milwaukee-Racine-Waukesha, WI CSA, October 2007

Occupational group ³	Goods producing		Service providing						
	Construction	Manufacturing	Trade, transportation, and utilities	Information	Financial activities	Professional and business services	Education and health services	Leisure and hospitality	Other services
All workers	-	-	-	\$23.27	-	-	-	-	-
Management, professional, and related	-	-	-	27.25	-	-	-	-	-
Management, business, and financial	-	-	-	-	-	-	-	-	-
Professional and related	-	-	-	27.54	-	-	-	-	-
Service	-	-	-	-	-	-	-	-	-
Sales and office	-	-	-	20.57	-	-	-	-	-
Sales and related	-	-	-	-	-	-	-	-	-
Office and administrative support	-	-	-	20.57	-	-	-	-	-
Natural resources, construction, and maintenance	-	-	-	-	-	-	-	-	-
Installation, maintenance, and repair ..	-	-	-	-	-	-	-	-	-
Production, transportation, and material moving	-	-	-	15.82	-	-	-	-	-
Production	-	-	-	-	-	-	-	-	-
Transportation and material moving ...	-	-	-	-	-	-	-	-	-
	Relative error ⁴ (percent)								
All workers	-	-	-	15.7	-	-	-	-	-
Management, professional, and related	-	-	-	17.0	-	-	-	-	-
Management, business, and financial	-	-	-	-	-	-	-	-	-
Professional and related	-	-	-	17.4	-	-	-	-	-
Service	-	-	-	-	-	-	-	-	-
Sales and office	-	-	-	13.1	-	-	-	-	-
Sales and related	-	-	-	-	-	-	-	-	-
Office and administrative support	-	-	-	13.1	-	-	-	-	-
Natural resources, construction, and maintenance	-	-	-	-	-	-	-	-	-
Installation, maintenance, and repair ..	-	-	-	-	-	-	-	-	-
Production, transportation, and material moving	-	-	-	7.3	-	-	-	-	-
Production	-	-	-	-	-	-	-	-	-
Transportation and material moving ...	-	-	-	-	-	-	-	-	-

¹ Industry sectors are determined by the 2002 North American Industry Classification System (NAICS).

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

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Appendix A: Technical Note

This section provides basic information on the procedures and concepts used to produce the data contained in this bulletin. It is divided into three parts: Planning for the survey; data collection; and processing and analyzing the data. Although this section answers some questions commonly asked by data users, it is not a comprehensive description of all of the steps required to produce the data.

Planning for the survey

The overall design of the National Compensation Survey (NCS) includes questions of scope, frame, and sample selection.

Survey scope

This survey covered establishments employing one worker or more in private goods-producing industries (mining, construction, and manufacturing); private service-providing industries (trade, transportation, and utilities, information, financial activities, professional and business services, education and health services, leisure and hospitality, and other services); State governments; and local governments. Agriculture, forestry, fishing and hunting, private households, and the Federal Government were excluded from the scope of the survey. For purposes of this survey, an establishment is an economic unit that produces goods or services, a central administrative office, or an auxiliary unit providing support services to a company. For private industries in this survey, the establishment is usually at a single physical location. For State and local governments, an establishment is defined as all locations of a government agency within the sampled area.

The statistical area covered by this survey is defined by the U.S. Office of Management and Budget (OMB) as of December 2003. The Milwaukee–Racine–Waukesha, WI, Combined Statistical Area (CSA) includes:

- Milwaukee–Waukesha–West Allis, WI, Metropolitan Statistical Area: Milwaukee, Ozaukee, Washington, and Waukesha Counties, WI
- Racine, WI, Metropolitan Statistical Area: Racine County, WI

Sampling frame

The list of establishments from which the survey sample was selected (sampling frame) was developed from State unemployment insurance reports. Due to the volatility of

industries within the private sector, sampling frames were developed using the most recent month of reference available at the time the sample was selected. Approximately one-fifth of the sample is reselected each year.

Sample design

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

Data collection

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

Occupational selection and classification

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

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

For each occupation, wage data were collected for those workers whose jobs could be characterized by the criteria identified in the last three steps. If a specific work level could not be determined, wages were still collected.

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

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

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

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

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

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

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

Occupational leveling

In the last step before wage data were collected, the work level of each selected job was determined using a "point factor leveling" process. Point factor leveling matches certain aspects of a job to specific levels of work with as-

signed point values. Points for each factor are then totaled to determine the overall work level for the job.

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

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

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

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

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

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

Combined work levels

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

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

Collection period

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

Earnings

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

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

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

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

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

Definition of terms

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

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

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

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

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

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

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

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

Processing and analyzing the data

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

Weighting and nonresponse

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

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

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

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

Estimation

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

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

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

Percentiles

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

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

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

Data reliability

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

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

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

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

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

Appendix table 1. **Number of workers¹ represented by the survey, Milwaukee-Racine-Waukesha, WI CSA, October 2007**

Occupational group ²	Civilian workers	Private industry workers	State and local government workers
All workers	873,900	792,100	81,800
Management, professional, and related	242,800	197,000	45,800
Management, business, and financial	60,700	57,000	3,800
Professional and related	182,100	140,000	42,100
Service	178,600	158,500	20,000
Sales and office	207,800	197,600	10,200
Sales and related	55,500	55,500	–
Office and administrative support	152,300	142,100	10,200
Natural resources, construction, and maintenance	77,700	73,400	4,300
Construction and extraction	47,000	43,500	3,500
Installation, maintenance, and repair	30,600	29,900	–
Production, transportation, and material moving	167,100	165,600	–
Production	102,400	102,200	–
Transportation and material moving	64,700	63,400	–

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.

² Workers are classified by occupation using the

2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Appendix table 2. **Survey establishment response, Milwaukee-Racine-Waukesha, WI CSA, October 2007**

Establishments	Total	Private industry	State and local government
Total in sampling frame ¹	32,635	31,828	807
Total in sample	402	371	31
Responding	198	171	27
Refused or unable to provide data	164	160	4
Out of business or not in survey scope	40	40	0

¹ The list of establishments from which the survey sample was selected (sampling frame) was developed from State unemployment insurance reports and is based on the 2002 North American Industry Classification System (NAICS). For private industries, an establishment is usually a single physical location. For State and local governments, an establishment is defined as all locations of a

government entity.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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