

Minneapolis–St. Paul–St. Cloud, MN–WI National Compensation Survey July 2007



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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 Minneapolis–St. Paul–St. Cloud, MN–WI, Combined Statistical Area (CSA). Data were collected between December 2006 and January 2008; the average reference month is July 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, Minneapolis-St. Paul-St. Cloud, MN-WI CSA, July 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	\$23.03	3.1	34.7	\$22.02	3.6	34.4	\$30.23	5.4	37.3
Worker characteristics^{4,5}									
Management, professional, and related	34.94	4.7	37.3	33.94	5.8	37.2	38.99	6.3	38.0
Management, business, and financial	38.47	10.7	39.5	38.62	11.9	39.6	37.25	9.5	38.3
Professional and related	33.13	3.0	36.3	31.13	3.3	35.8	39.40	7.9	37.9
Service	12.52	6.1	27.7	10.70	5.0	26.6	21.66	5.4	34.9
Sales and office	18.67	4.6	34.6	18.68	4.9	34.4	18.49	4.0	38.0
Sales and related	23.02	9.4	31.9	23.02	9.4	31.9	—	—	—
Office and administrative support	16.49	1.9	36.2	16.22	2.1	35.9	18.49	4.0	38.0
Natural resources, construction, and maintenance	24.52	4.1	40.5	24.60	4.6	40.6	23.63	6.9	40.0
Construction and extraction	25.87	9.4	40.9	26.04	10.2	41.0	—	—	—
Installation, maintenance, and repair	22.87	3.1	40.0	22.63	3.4	40.0	24.72	8.4	40.0
Production, transportation, and material moving	17.02	5.7	36.6	16.88	5.9	36.6	21.37	5.4	36.6
Production	16.74	4.0	38.9	16.65	4.1	38.8	—	—	—
Transportation and material moving	17.31	10.9	34.4	17.15	11.5	34.3	20.78	5.7	35.6
Full time	25.38	3.0	39.9	24.44	3.5	40.0	31.26	5.5	39.6
Part time	11.79	3.4	21.5	11.62	3.6	21.5	15.27	7.2	20.2
Union	25.93	4.3	36.6	22.46	5.8	35.5	30.61	6.0	38.1
Nonunion	22.08	4.1	34.2	21.94	4.2	34.2	27.93	10.6	33.1
Time	21.88	2.4	34.5	20.65	2.8	34.2	30.23	5.4	37.3
Incentive	46.64	14.0	39.8	46.64	14.0	39.8	—	—	—
Establishment characteristics									
Goods producing	(⁶)	(⁶)	(⁶)	24.30	2.3	39.9	(⁶)	(⁶)	(⁶)
Service providing	(⁶)	(⁶)	(⁶)	—	—	—	(⁶)	(⁶)	(⁶)
1-99 workers	21.40	6.9	33.6	21.34	7.1	33.6	23.94	9.3	32.2
100-499 workers	20.53	3.0	35.2	19.90	3.3	35.0	27.87	5.5	38.5
500 workers or more	27.63	3.3	36.1	25.92	3.3	35.5	31.54	6.8	37.8

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, Minneapolis-St. Paul-St. Cloud, MN-WI CSA, July 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	\$23.03	3.1	\$25.38	3.0	\$11.79	3.4
Management occupations	40.45	4.3	40.60	4.2	—	—
Level 7	21.08	3.5	—	—	—	—
Level 9	32.19	8.3	32.20	8.6	—	—
Level 11	45.64	3.5	45.43	3.4	—	—
Level 12	50.60	3.7	50.60	3.7	—	—
Not able to be leveled	42.88	4.7	42.91	4.7	—	—
General and operations managers	40.07	9.3	40.07	9.3	—	—
Not able to be leveled	37.51	10.6	37.51	10.6	—	—
Marketing and sales managers	42.32	5.8	42.32	5.8	—	—
Not able to be leveled	35.62	6.1	35.62	6.1	—	—
Marketing managers	38.57	5.7	38.57	5.7	—	—
Not able to be leveled	35.62	6.1	35.62	6.1	—	—
Computer and information systems managers	49.96	5.5	49.96	5.5	—	—
Financial managers	40.77	12.3	40.18	13.6	—	—
Not able to be leveled	44.67	22.5	44.67	22.5	—	—
Education administrators	40.52	16.5	40.52	16.5	—	—
Level 11	42.95	10.2	42.95	10.2	—	—
Education administrators, elementary and secondary school	47.28	10.0	47.28	10.0	—	—
Level 11	42.95	10.2	42.95	10.2	—	—
Engineering managers	44.75	14.3	44.75	14.3	—	—
Medical and health services managers	41.52	8.9	41.57	9.5	—	—
Business and financial operations occupations	36.88	20.8	36.89	20.8	—	—
Level 5	18.34	4.3	18.34	4.3	—	—
Level 6	22.91	4.5	22.91	4.5	—	—
Level 7	21.64	4.7	21.62	4.8	—	—
Level 8	25.19	2.5	25.19	2.5	—	—
Level 9	28.20	5.7	28.20	5.7	—	—
Level 11	34.87	2.4	34.87	2.4	—	—
Buyers and purchasing agents	23.33	9.0	23.33	9.0	—	—
Purchasing agents, except wholesale, retail, and farm products	23.36	10.3	23.36	10.3	—	—
Claims adjusters, appraisers, examiners, and investigators	20.48	11.3	20.48	11.3	—	—
Claims adjusters, examiners, and investigators	20.11	11.2	20.11	11.2	—	—
Human resources, training, and labor relations specialists	24.86	11.4	24.88	11.5	—	—
Management analysts	33.44	1.0	33.44	1.0	—	—
Level 11	34.20	2.9	34.20	2.9	—	—
Accountants and auditors	26.08	3.8	26.08	3.8	—	—
Level 9	27.34	11.4	27.34	11.4	—	—
Financial analysts and advisors	28.30	6.7	28.30	6.7	—	—
Computer and mathematical science occupations	36.10	3.4	36.10	3.4	—	—
Level 6	19.44	7.8	19.44	7.8	—	—
Level 7	25.62	5.8	25.62	5.8	—	—
Level 8	29.58	6.0	29.58	6.0	—	—
Level 9	34.81	3.0	34.82	3.0	—	—
Level 11	42.33	5.3	42.33	5.3	—	—
Not able to be leveled	41.06	7.0	41.06	7.0	—	—
Computer software engineers	42.13	7.4	42.14	7.4	—	—
Level 11	49.41	4.2	49.41	4.2	—	—
Computer software engineers, applications	42.28	9.0	42.28	9.0	—	—
Computer software engineers, systems software	41.98	9.5	42.01	9.5	—	—
Computer support specialists	28.32	6.3	28.32	6.3	—	—
Computer systems analysts	39.04	5.1	39.04	5.1	—	—
Level 11	39.21	5.5	39.21	5.5	—	—
Network and computer systems administrators	30.70	7.6	30.70	7.6	—	—
Network systems and data communications analysts	31.48	5.7	31.48	5.7	—	—
Architecture and engineering occupations	32.22	7.6	32.44	7.5	—	—
Level 7	25.53	3.7	25.53	3.7	—	—
Level 9	33.21	1.5	33.21	1.5	—	—
Level 11	43.22	4.4	43.22	4.4	—	—

See footnotes at end of table.

Table 2. **Civilian workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Minneapolis-St. Paul-St. Cloud, MN-WI CSA, July 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)
Architecture and engineering occupations —Continued						
Not able to be leveled	\$25.64	4.9	\$26.04	5.5	—	—
Engineers	38.05	8.5	38.05	8.5	—	—
Level 9	33.58	1.2	33.58	1.2	—	—
Level 11	41.72	4.3	41.72	4.3	—	—
Mechanical engineers	36.99	7.8	36.99	7.8	—	—
Engineering technicians, except drafters	24.90	5.8	25.12	6.2	—	—
Not able to be leveled	22.68	5.3	22.86	5.8	—	—
Electrical and electronic engineering technicians	23.93	3.4	24.21	4.5	—	—
Life, physical, and social science occupations	32.64	6.6	32.74	6.6	—	—
Level 9	31.70	4.2	31.70	4.2	—	—
Physical scientists	32.76	8.1	32.76	8.1	—	—
Market and survey researchers	34.18	14.9	34.18	14.9	—	—
Market research analysts	34.18	14.9	34.18	14.9	—	—
Community and social services occupations	20.35	10.1	20.97	9.1	—	—
Level 7	21.25	9.5	21.25	9.5	—	—
Counselors	23.20	3.7	23.20	3.7	—	—
Social workers	23.17	10.8	23.17	10.8	—	—
Child, family, and school social workers	26.59	10.3	26.59	10.3	—	—
Miscellaneous community and social service specialists	17.54	6.3	—	—	—	—
Social and human service assistants	16.78	1.4	—	—	—	—
Legal occupations	39.17	6.8	40.06	7.1	—	—
Lawyers	44.23	4.5	44.23	4.5	—	—
Education, training, and library occupations	39.89	13.4	41.87	13.9	\$15.87	11.3
Level 3	12.58	4.9	—	—	—	—
Level 4	14.76	4.7	—	—	—	—
Level 8	32.36	4.8	32.36	4.8	—	—
Level 9	37.11	2.4	37.16	2.5	—	—
Level 11	40.73	6.1	41.33	6.2	—	—
Postsecondary teachers	66.53	30.4	67.66	30.9	—	—
Level 11	40.73	6.1	41.33	6.2	—	—
Primary, secondary, and special education school teachers	34.02	3.6	34.05	3.6	—	—
Level 8	32.36	4.8	32.36	4.8	—	—
Level 9	36.77	2.4	36.84	2.5	—	—
Preschool and kindergarten teachers	28.75	7.7	28.75	7.7	—	—
Level 9	36.78	4.6	36.78	4.6	—	—
Kindergarten teachers, except special education	37.57	5.0	37.57	5.0	—	—
Level 9	36.78	4.6	36.78	4.6	—	—
Elementary and middle school teachers	34.47	5.7	34.47	5.7	—	—
Level 8	31.37	6.9	31.37	6.9	—	—
Level 9	36.19	3.5	36.19	3.5	—	—
Elementary school teachers, except special education	33.92	6.4	33.92	6.4	—	—
Level 9	35.32	4.8	35.32	4.8	—	—
Middle school teachers, except special and vocational education	36.26	4.6	36.26	4.6	—	—
Secondary school teachers	37.04	2.3	37.04	2.3	—	—
Level 9	38.01	2.0	38.01	2.0	—	—
Secondary school teachers, except special and vocational education	37.04	2.3	37.04	2.3	—	—
Level 9	38.01	2.0	38.01	2.0	—	—
Teacher assistants	13.74	4.2	14.48	4.2	12.91	5.8
Level 3	12.58	4.9	—	—	—	—
Level 4	14.76	4.7	—	—	—	—
Arts, design, entertainment, sports, and media occupations	24.28	6.9	24.62	7.6	—	—
Not able to be leveled	26.15	13.9	27.91	18.3	—	—
Designers	23.10	6.6	22.62	7.0	—	—
Graphic designers	21.40	7.8	20.73	7.6	—	—

See footnotes at end of table.

Table 2. **Civilian workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Minneapolis-St. Paul-St. Cloud, MN-WI CSA, July 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 practitioner and technical occupations	\$29.14	1.8	\$29.29	2.6	\$28.79	1.7
Level 4	15.45	8.5	—	—	—	—
Level 5	18.26	3.3	17.87	4.7	—	—
Level 6	21.27	5.4	21.89	6.2	19.25	3.8
Level 7	26.83	6.7	26.94	6.0	26.46	11.0
Level 9	33.48	.8	33.90	1.9	32.97	1.7
Level 11	43.31	1.9	43.42	2.2	—	—
Registered nurses	33.42	2.7	34.53	4.7	32.18	1.8
Level 9	33.78	.7	34.67	2.5	32.97	1.7
Therapists	32.24	6.9	32.50	6.9	—	—
Clinical laboratory technologists and technicians	21.16	1.9	—	—	—	—
Diagnostic related technologists and technicians	26.15	5.1	—	—	—	—
Licensed practical and licensed vocational nurses	19.50	1.5	19.48	1.6	19.55	2.1
Level 5	18.33	2.8	—	—	—	—
Level 6	20.10	.9	—	—	19.99	.9
Healthcare support occupations	14.47	5.8	15.04	9.3	13.46	5.6
Level 2	10.84	5.5	—	—	11.04	6.3
Level 3	13.11	3.6	13.79	6.9	12.55	5.4
Level 4	16.32	2.5	16.24	3.2	16.50	3.2
Level 5	18.85	2.6	—	—	—	—
Nursing, psychiatric, and home health aides	12.68	5.7	12.81	9.2	12.51	3.8
Level 2	11.03	6.9	—	—	11.75	6.3
Level 3	13.14	4.7	13.98	6.5	12.55	5.4
Home health aides	11.05	6.5	—	—	10.99	1.9
Nursing aides, orderlies, and attendants	13.50	4.5	13.96	5.8	13.02	4.5
Level 2	13.50	3.7	—	—	—	—
Level 3	13.38	4.4	14.08	6.8	12.82	5.7
Miscellaneous healthcare support occupations	16.54	6.3	17.07	6.8	—	—
Level 4	16.46	2.9	16.18	3.2	—	—
Protective service occupations	26.13	5.9	26.61	5.5	—	—
Level 7	27.30	4.3	27.30	4.3	—	—
Police officers	27.44	2.0	27.82	2.4	—	—
Police and sheriff's patrol officers	27.44	2.0	27.82	2.4	—	—
Food preparation and serving related occupations	8.46	2.9	10.11	10.4	7.85	2.3
Level 1	7.17	2.3	8.05	4.8	7.05	2.6
Level 2	8.71	2.7	8.95	4.3	8.62	3.9
Level 3	9.66	7.2	—	—	9.65	11.1
Level 4	9.85	15.3	9.52	23.0	10.64	6.4
Cooks	10.04	14.7	9.62	26.8	10.63	5.0
Level 4	9.68	21.7	9.35	28.3	—	—
Cooks, restaurant	9.52	18.2	8.65	33.3	—	—
Level 4	8.95	23.5	8.27	29.6	—	—
Food preparation workers	9.50	5.3	—	—	9.45	6.3
Level 2	9.89	6.1	—	—	—	—
Food service, tipped	6.70	3.1	8.33	3.6	6.35	2.2
Level 1	6.16	3.2	—	—	6.03	2.1
Level 2	7.68	2.8	—	—	7.31	4.7
Bartenders	7.96	6.5	—	—	7.22	5.7
Level 2	7.66	4.8	—	—	7.33	5.5
Waiters and waitresses	6.12	1.8	—	—	6.09	1.5
Level 1	6.06	3.1	—	—	6.00	2.9
Dining room and cafeteria attendants and bartender helpers	7.06	1.9	—	—	—	—
Fast food and counter workers	8.71	8.2	—	—	8.81	8.2
Level 1	7.59	2.0	—	—	—	—
Combined food preparation and serving workers, including fast food	9.43	10.7	—	—	9.70	10.3
Dishwashers	7.90	3.9	—	—	7.39	3.3
Level 1	7.74	3.2	—	—	7.39	3.3
Hosts and hostesses, restaurant, lounge, and coffee shop	7.77	5.7	—	—	7.39	9.7
Level 1	7.75	6.4	—	—	7.31	10.1

See footnotes at end of table.

Table 2. **Civilian workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Minneapolis-St. Paul-St. Cloud, MN-WI CSA, July 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	\$13.49	4.9	\$14.42	5.2	\$10.00	1.2
Level 1	11.31	3.1	12.45	4.1	9.61	2.5
Level 2	11.27	3.7	11.31	5.0	—	—
Level 3	15.86	10.6	16.06	11.3	—	—
Level 4	18.36	11.6	18.36	11.6	—	—
Building cleaning workers	12.53	2.8	13.20	2.9	10.10	1.1
Level 1	11.44	3.2	12.45	4.1	9.67	2.7
Level 2	11.27	3.7	11.31	5.0	—	—
Level 3	14.07	5.3	—	—	—	—
Level 4	18.36	11.6	18.36	11.6	—	—
Janitors and cleaners, except maids and housekeeping cleaners	13.10	3.5	13.90	3.8	10.08	.7
Level 1	11.91	4.5	13.12	4.9	—	—
Level 4	18.36	11.6	18.36	11.6	—	—
Maids and housekeeping cleaners	11.01	2.2	11.28	3.1	10.12	4.2
Level 1	10.28	3.6	10.87	3.6	—	—
Level 2	11.52	8.4	11.40	9.8	—	—
Grounds maintenance workers	19.75	7.5	—	—	—	—
Landscaping and groundskeeping workers	19.75	7.5	—	—	—	—
Personal care and service occupations	10.14	7.2	11.26	9.5	8.89	8.0
Level 1	8.25	12.3	—	—	7.53	7.2
Level 2	9.91	5.4	—	—	9.30	3.9
Level 3	9.51	9.8	—	—	9.17	22.0
Miscellaneous entertainment attendants and related workers	8.69	6.8	—	—	8.69	6.8
Amusement and recreation attendants	8.65	9.1	—	—	8.65	9.1
Recreation and fitness workers	9.95	15.2	—	—	8.03	16.9
Recreation workers	9.85	22.8	—	—	—	—
Sales and related occupations	23.02	9.4	28.88	9.4	9.29	4.8
Level 1	8.73	6.6	—	—	8.61	7.1
Level 2	9.58	6.5	10.06	9.8	8.63	3.5
Level 3	10.99	5.2	12.08	6.8	—	—
Level 4	16.43	14.1	17.62	15.2	—	—
Level 5	19.14	4.4	19.14	4.4	—	—
Level 6	24.26	4.8	24.26	4.8	—	—
Level 9	40.12	25.6	40.12	25.6	—	—
First-line supervisors/managers, sales workers	19.62	10.5	19.62	10.5	—	—
First-line supervisors/managers of retail sales workers	16.94	11.1	16.94	11.1	—	—
Retail sales workers	10.47	2.0	12.22	6.3	9.14	4.8
Level 1	8.62	6.1	—	—	8.48	6.3
Level 2	9.14	6.5	—	—	8.63	3.5
Level 3	10.37	.7	—	—	—	—
Not able to be leveled	9.60	3.9	—	—	—	—
Cashiers, all workers	9.50	5.9	10.33	10.4	9.04	2.4
Level 1	9.13	2.9	—	—	9.06	2.3
Level 2	9.21	12.4	—	—	—	—
Cashiers	9.50	5.9	10.33	10.4	9.04	2.4
Level 1	9.13	2.9	—	—	9.06	2.3
Level 2	9.21	12.4	—	—	—	—
Retail salespersons	10.76	3.8	12.55	10.1	9.19	7.1
Level 1	7.67	.9	—	—	—	—
Level 2	9.03	3.9	—	—	—	—
Level 3	9.90	2.3	—	—	—	—
Securities, commodities, and financial services sales agents	88.93	19.7	88.93	19.7	—	—
Sales representatives, wholesale and manufacturing	34.06	17.9	34.06	17.9	—	—
Sales representatives, wholesale and manufacturing, except technical and scientific products	29.30	7.6	29.30	7.6	—	—
Office and administrative support occupations	16.49	1.9	17.20	1.9	11.86	6.1
Level 1	8.10	2.5	—	—	8.22	4.1
Level 2	11.01	4.6	11.40	6.1	10.80	5.7
Level 3	12.98	3.2	13.39	2.9	11.37	5.1

See footnotes at end of table.

Table 2. **Civilian workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Minneapolis-St. Paul-St. Cloud, MN-WI CSA, July 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 4	\$16.07	1.6	\$16.06	1.7	\$16.15	5.2
Level 5	18.27	3.0	18.34	3.1	16.66	8.3
Level 6	21.23	3.5	21.27	3.6	—	—
Level 7	23.46	4.8	23.46	4.8	—	—
Not able to be leveled	17.34	5.3	17.48	5.3	—	—
First-line supervisors/managers of office and administrative support workers	21.79	8.8	21.82	9.0	—	—
Financial clerks	18.05	7.8	18.27	8.1	—	—
Level 4	15.44	3.1	15.60	3.1	—	—
Level 5	17.32	4.5	17.37	4.7	—	—
Level 6	22.63	5.2	22.74	5.1	—	—
Not able to be leveled	18.17	6.3	18.17	6.3	—	—
Bookkeeping, accounting, and auditing clerks	18.56	10.1	18.62	10.3	—	—
Level 4	15.30	3.5	15.24	3.6	—	—
Level 5	17.46	4.5	17.53	4.7	—	—
Not able to be leveled	17.44	8.3	17.44	8.3	—	—
Customer service representatives	17.32	5.0	17.96	4.0	—	—
Level 4	16.54	4.4	16.54	4.4	—	—
Level 5	16.13	4.0	16.59	2.4	—	—
Order clerks	15.64	7.9	16.18	7.7	—	—
Receptionists and information clerks	14.75	4.8	15.05	4.7	12.66	9.9
Level 2	12.97	11.1	—	—	—	—
Level 3	15.10	5.8	15.27	6.0	—	—
Level 4	15.89	7.7	15.89	7.8	—	—
Dispatchers	22.68	6.7	22.68	6.7	—	—
Dispatchers, except police, fire, and ambulance	22.11	7.2	22.11	7.2	—	—
Shipping, receiving, and traffic clerks	13.13	13.8	13.13	13.8	—	—
Stock clerks and order fillers	14.95	7.6	16.07	6.1	10.87	7.2
Level 4	15.87	6.1	15.92	6.7	—	—
Secretaries and administrative assistants	19.23	3.4	19.42	3.3	15.39	9.8
Level 4	16.80	5.1	16.89	5.4	—	—
Level 5	18.54	11.2	18.63	13.4	—	—
Level 6	21.10	3.9	21.10	3.9	—	—
Not able to be leveled	19.99	6.8	19.99	6.8	—	—
Executive secretaries and administrative assistants	20.78	3.3	20.86	3.3	—	—
Not able to be leveled	21.86	3.7	21.86	3.7	—	—
Secretaries, except legal, medical, and executive	17.13	5.1	17.33	5.2	—	—
Level 4	17.33	8.0	17.33	8.0	—	—
Office clerks, general	15.56	5.4	15.82	5.5	12.46	11.7
Level 3	13.20	4.7	13.19	5.1	—	—
Level 4	16.97	6.7	17.00	7.2	—	—
Level 5	20.40	11.8	20.40	11.8	—	—
Construction and extraction occupations	25.87	9.4	25.87	9.4	—	—
Level 4	23.02	13.5	23.02	13.5	—	—
Level 5	20.16	2.4	20.16	2.4	—	—
Level 6	30.70	11.1	30.70	11.1	—	—
Level 7	30.30	2.9	30.30	2.9	—	—
Installation, maintenance, and repair occupations	22.87	3.1	22.87	3.1	—	—
Level 5	21.29	3.7	21.29	3.7	—	—
Level 7	23.17	5.1	23.17	5.1	—	—
Not able to be leveled	23.12	2.5	23.12	2.5	—	—
Bus and truck mechanics and diesel engine specialists	21.99	5.3	21.99	5.3	—	—
Industrial machinery installation, repair, and maintenance workers	22.08	1.9	22.08	1.9	—	—
Level 5	21.21	4.7	21.21	4.7	—	—
Industrial machinery mechanics	23.29	2.2	23.29	2.2	—	—
Maintenance and repair workers, general	20.13	5.8	20.13	5.8	—	—
Production occupations	16.74	4.0	17.22	3.9	9.59	1.5
Level 1	9.98	2.6	10.44	4.0	—	—
Level 2	11.92	5.8	12.14	5.6	—	—
Level 3	16.68	6.4	16.72	6.7	—	—

See footnotes at end of table.

Table 2. **Civilian workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Minneapolis-St. Paul-St. Cloud, MN-WI CSA, July 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						
Level 4	\$18.28	1.4	\$18.28	1.4	—	—
Level 5	17.89	5.9	17.89	5.9	—	—
Level 6	20.77	7.9	20.77	7.9	—	—
Level 7	24.06	1.7	24.06	1.7	—	—
Not able to be leveled	20.05	5.4	20.05	5.4	—	—
First-line supervisors/managers of production and operating workers	24.42	6.4	24.42	6.4	—	—
Miscellaneous assemblers and fabricators	14.88	14.9	15.63	16.9	—	—
Level 2	11.76	5.2	12.13	2.5	—	—
Level 3	20.08	7.8	20.08	7.8	—	—
Level 4	19.32	.7	19.32	.7	—	—
Computer control programmers and operators	22.83	5.6	22.83	5.6	—	—
Machine tool cutting setters, operators, and tenders, metal and plastic	16.33	2.1	16.33	2.1	—	—
Cutting, punching, and press machine setters, operators, and tenders, metal and plastic	15.84	5.6	15.84	5.6	—	—
Printers	17.48	7.4	17.48	7.4	—	—
Inspectors, testers, sorters, samplers, and weighers	19.87	11.0	19.87	11.0	—	—
Painting workers	19.90	13.8	19.90	13.8	—	—
Coating, painting, and spraying machine setters, operators, and tenders	19.90	13.8	19.90	13.8	—	—
Miscellaneous production workers	11.73	4.5	12.26	5.9	—	—
Level 1	9.62	2.1	10.04	3.3	—	—
Helpers--production workers	13.17	11.9	—	—	—	—
Transportation and material moving occupations	17.31	10.9	19.85	12.2	\$10.72	5.9
Level 1	9.04	3.9	—	—	8.94	4.0
Level 2	12.52	4.6	12.58	4.6	—	—
Level 3	15.58	5.1	15.65	6.6	15.28	3.9
Level 4	19.17	4.9	19.17	4.9	—	—
Level 5	19.16	5.1	19.16	5.1	—	—
Level 6	21.75	10.1	21.75	10.1	—	—
Not able to be leveled	13.48	14.6	—	—	—	—
Bus drivers	15.46	9.7	—	—	13.94	9.8
Level 3	17.62	10.3	—	—	—	—
Bus drivers, school	14.16	8.8	—	—	—	—
Driver/sales workers and truck drivers	18.09	2.9	18.09	2.9	—	—
Level 4	20.15	7.0	20.15	7.0	—	—
Truck drivers, heavy and tractor-trailer	18.32	2.5	18.32	2.5	—	—
Level 4	19.06	5.3	19.06	5.3	—	—
Truck drivers, light or delivery services	17.25	12.9	17.25	12.9	—	—
Industrial truck and tractor operators	15.66	7.3	15.66	7.3	—	—
Level 3	14.98	5.9	14.98	5.9	—	—
Laborers and material movers, hand	11.31	4.2	13.19	5.1	9.76	4.1
Level 1	9.24	3.3	—	—	9.17	3.5
Level 2	12.02	.8	12.02	.8	—	—
Level 3	15.09	8.0	—	—	—	—
Laborers and freight, stock, and material movers, hand	12.76	4.1	14.73	5.7	10.44	4.9
Level 1	9.51	7.5	—	—	9.51	7.5
Level 3	15.15	9.5	—	—	—	—
Packers and packagers, hand	9.87	4.3	—	—	9.92	4.8
Level 1	9.39	4.7	—	—	9.26	2.5

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, Minneapolis-St. Paul-St. Cloud, MN-WI CSA, July 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	\$22.02	3.6	\$24.44	3.5	\$11.62	3.6
Management occupations	39.68	4.8	39.77	4.6	—	—
Level 9	30.37	7.8	30.37	7.8	—	—
Level 11	45.25	5.0	44.94	4.8	—	—
Not able to be leveled	42.79	4.9	42.81	4.9	—	—
General and operations managers	40.07	9.3	40.07	9.3	—	—
Not able to be leveled	37.51	10.6	37.51	10.6	—	—
Marketing and sales managers	42.32	5.8	42.32	5.8	—	—
Not able to be leveled	35.62	6.1	35.62	6.1	—	—
Marketing managers	38.57	5.7	38.57	5.7	—	—
Not able to be leveled	35.62	6.1	35.62	6.1	—	—
Computer and information systems managers	49.96	5.5	49.96	5.5	—	—
Financial managers	39.85	13.0	39.17	14.5	—	—
Not able to be leveled	44.67	22.5	44.67	22.5	—	—
Engineering managers	44.75	14.3	44.75	14.3	—	—
Business and financial operations occupations	37.81	21.8	37.83	21.8	—	—
Level 5	18.34	4.3	18.34	4.3	—	—
Level 6	23.70	6.5	23.70	6.5	—	—
Level 7	21.65	4.8	21.64	4.8	—	—
Level 8	24.69	2.9	24.69	2.9	—	—
Level 9	28.08	6.2	28.08	6.2	—	—
Level 11	35.04	2.6	35.04	2.6	—	—
Buyers and purchasing agents	23.33	9.0	23.33	9.0	—	—
Purchasing agents, except wholesale, retail, and farm products	23.36	10.3	23.36	10.3	—	—
Human resources, training, and labor relations specialists	24.38	11.6	24.40	11.8	—	—
Management analysts	33.37	1.1	33.37	1.1	—	—
Level 11	34.16	3.3	34.16	3.3	—	—
Accountants and auditors	26.48	4.2	26.48	4.2	—	—
Level 9	27.34	11.4	27.34	11.4	—	—
Financial analysts and advisors	27.51	5.7	27.51	5.7	—	—
Computer and mathematical science occupations	36.62	3.5	36.62	3.5	—	—
Level 7	25.62	5.8	25.62	5.8	—	—
Level 8	27.43	1.4	27.43	1.4	—	—
Level 9	35.97	3.0	35.98	3.0	—	—
Level 11	42.34	5.4	42.34	5.4	—	—
Not able to be leveled	41.06	7.0	41.06	7.0	—	—
Computer software engineers	42.46	7.6	42.48	7.5	—	—
Level 11	49.41	4.2	49.41	4.2	—	—
Computer software engineers, applications	42.96	9.3	42.96	9.3	—	—
Computer software engineers, systems software	41.98	9.5	42.01	9.5	—	—
Computer support specialists	27.84	7.3	27.84	7.3	—	—
Computer systems analysts	39.66	5.4	39.66	5.4	—	—
Level 11	39.21	5.5	39.21	5.5	—	—
Network and computer systems administrators	31.69	7.1	31.69	7.1	—	—
Architecture and engineering occupations	32.53	8.1	32.78	8.0	—	—
Level 7	25.71	3.9	25.71	3.9	—	—
Level 9	33.28	1.7	33.28	1.7	—	—
Not able to be leveled	25.64	4.9	26.04	5.5	—	—
Engineers	38.22	8.8	38.22	8.8	—	—
Level 11	42.33	4.2	42.33	4.2	—	—
Mechanical engineers	36.99	7.8	36.99	7.8	—	—
Engineering technicians, except drafters	25.35	6.0	25.62	6.4	—	—
Not able to be leveled	22.68	5.3	22.86	5.8	—	—
Electrical and electronic engineering technicians	24.25	2.9	24.58	4.2	—	—
Life, physical, and social science occupations	33.79	8.9	33.98	9.0	—	—
Market and survey researchers	34.18	14.9	34.18	14.9	—	—
Market research analysts	34.18	14.9	34.18	14.9	—	—
Community and social services occupations	18.39	8.7	18.90	8.8	—	—
Level 7	20.80	11.1	20.80	11.1	—	—

See footnotes at end of table.

Table 3. Private industry workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Minneapolis-St. Paul-St. Cloud, MN-WI CSA, July 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)
Community and social services occupations						
—Continued						
Social workers	\$21.16	10.4	\$21.16	10.4	—	—
Miscellaneous community and social service specialists	16.62	1.3	—	—	—	—
Social and human service assistants	16.62	1.3	—	—	—	—
Legal occupations						
Lawyers	45.07	5.2	45.07	5.2	—	—
Education, training, and library occupations						
Postsecondary teachers	32.80	8.5	33.66	7.8	\$15.74	18.1
Primary, secondary, and special education school teachers	22.24	12.8	22.24	12.8	—	—
Teacher assistants	13.42	6.8	—	—	—	—
Arts, design, entertainment, sports, and media occupations						
Not able to be leveled	26.15	13.9	27.91	18.3	—	—
Designers	23.10	6.6	22.62	7.0	—	—
Graphic designers	21.40	7.8	20.73	7.6	—	—
Healthcare practitioner and technical occupations						
Level 5	17.94	3.2	17.52	4.5	—	—
Level 6	21.29	5.3	21.89	6.2	19.31	3.8
Level 7	27.04	6.8	27.23	6.0	26.46	11.0
Level 9	33.03	.7	33.10	2.0	32.97	1.7
Registered nurses	33.17	3.0	34.46	6.1	32.08	1.8
Level 9	33.46	.8	34.17	3.2	32.97	1.7
Licensed practical and licensed vocational nurses	19.57	1.5	19.54	1.6	19.66	2.1
Level 5	18.33	2.8	—	—	—	—
Level 6	20.10	.9	—	—	19.99	.9
Healthcare support occupations						
Level 2	10.83	5.6	—	—	11.03	6.8
Level 3	13.04	3.7	13.68	7.2	12.52	5.5
Level 4	16.44	2.6	16.24	3.2	17.07	1.5
Level 5	18.85	2.6	—	—	—	—
Nursing, psychiatric, and home health aides	12.64	5.9	12.74	9.4	12.52	4.0
Level 2	—	—	—	—	11.82	7.1
Level 3	13.06	4.9	13.86	6.9	12.52	5.5
Home health aides	11.05	6.5	—	—	10.99	1.9
Nursing aides, orderlies, and attendants	13.48	4.7	13.89	6.2	13.05	4.7
Level 3	13.30	4.7	13.96	7.2	12.79	5.8
Miscellaneous healthcare support occupations	16.54	6.3	17.07	6.8	—	—
Level 4	16.46	2.9	16.18	3.2	—	—
Food preparation and serving related occupations						
Level 1	7.14	2.5	8.05	4.8	7.00	2.9
Level 2	8.40	2.4	8.95	4.3	8.17	3.5
Level 3	9.60	7.3	—	—	9.57	11.2
Level 4	9.85	15.3	9.52	23.0	10.64	6.4
Cooks	10.04	14.7	9.62	26.8	10.63	5.0
Level 4	9.68	21.7	9.35	28.3	—	—
Cooks, restaurant	9.52	18.2	8.65	33.3	—	—
Level 4	8.95	23.5	8.27	29.6	—	—
Food preparation workers	9.38	4.8	—	—	9.29	5.3
Food service, tipped	6.70	3.1	8.33	3.6	6.35	2.2
Level 1	6.16	3.2	—	—	6.03	2.1
Level 2	7.68	2.8	—	—	7.31	4.7
Bartenders	7.96	6.5	—	—	7.22	5.7
Level 2	7.66	4.8	—	—	7.33	5.5
Waiters and waitresses	6.12	1.8	—	—	6.09	1.5
Level 1	6.06	3.1	—	—	6.00	2.9
Dining room and cafeteria attendants and bartender helpers	7.06	1.9	—	—	—	—
Fast food and counter workers	8.13	6.9	—	—	8.18	7.4

See footnotes at end of table.

Table 3. Private industry workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Minneapolis-St. Paul-St. Cloud, MN-WI CSA, July 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						
Dishwashers	\$7.90	3.9	—	—	\$7.39	3.3
Level 1	7.74	3.2	—	—	7.39	3.3
Hosts and hostesses, restaurant, lounge, and coffee shop	7.77	5.7	—	—	7.39	9.7
Level 1	7.75	6.4	—	—	7.31	10.1
Building and grounds cleaning and maintenance occupations						
.....	12.33	5.7	\$13.10	6.3	10.06	1.0
Level 1	11.13	2.2	12.10	3.2	9.69	2.3
Level 2	11.03	3.2	10.99	4.8	—	—
Level 3	15.52	14.3	—	—	—	—
Building cleaning workers	11.73	3.3	12.27	3.6	10.11	1.1
Level 1	11.21	2.3	12.10	3.2	9.71	2.6
Level 2	11.03	3.2	10.99	4.8	—	—
Janitors and cleaners, except maids and housekeeping cleaners	12.07	4.0	12.74	4.3	10.11	.4
Level 1	11.61	3.2	12.66	3.5	—	—
Maids and housekeeping cleaners	11.01	2.3	11.29	3.1	10.12	4.2
Level 1	10.28	3.6	10.87	3.6	—	—
Level 2	11.56	9.1	11.45	10.6	—	—
Personal care and service occupations						
.....	10.02	7.8	11.20	10.5	8.77	8.1
Level 1	8.27	12.6	—	—	7.53	7.4
Level 2	9.87	5.9	—	—	9.31	2.9
Level 3	9.33	10.5	—	—	8.63	24.3
Miscellaneous entertainment attendants and related workers	8.55	7.3	—	—	8.55	7.3
Amusement and recreation attendants	8.38	9.9	—	—	8.38	9.9
Recreation and fitness workers	9.50	18.5	—	—	8.05	17.7
Sales and related occupations						
.....	23.02	9.4	28.89	9.4	9.29	4.8
Level 1	8.73	6.6	—	—	8.61	7.1
Level 2	9.58	6.5	10.06	9.8	8.63	3.5
Level 3	10.99	5.2	12.08	6.8	—	—
Level 4	16.43	14.1	17.62	15.2	—	—
Level 5	19.14	4.4	19.14	4.4	—	—
Level 6	24.26	4.8	24.26	4.8	—	—
Level 9	40.12	25.6	40.12	25.6	—	—
First-line supervisors/managers, sales workers	19.62	10.5	19.62	10.5	—	—
First-line supervisors/managers of retail sales workers	16.94	11.1	16.94	11.1	—	—
Retail sales workers	10.47	2.0	12.22	6.3	9.14	4.8
Level 1	8.62	6.1	—	—	8.48	6.3
Level 2	9.14	6.5	—	—	8.63	3.5
Level 3	10.37	.7	—	—	—	—
Not able to be leveled	9.60	3.9	—	—	—	—
Cashiers, all workers	9.50	5.9	10.33	10.4	9.04	2.4
Level 1	9.13	2.9	—	—	9.06	2.3
Level 2	9.21	12.4	—	—	—	—
Cashiers	9.50	5.9	10.33	10.4	9.04	2.4
Level 1	9.13	2.9	—	—	9.06	2.3
Level 2	9.21	12.4	—	—	—	—
Retail salespersons	10.76	3.8	12.55	10.1	9.19	7.1
Level 1	7.67	.9	—	—	—	—
Level 2	9.03	3.9	—	—	—	—
Level 3	9.90	2.3	—	—	—	—
Securities, commodities, and financial services sales agents	88.93	19.7	88.93	19.7	—	—
Sales representatives, wholesale and manufacturing	34.06	17.9	34.06	17.9	—	—
Sales representatives, wholesale and manufacturing, except technical and scientific products	29.30	7.6	29.30	7.6	—	—
Office and administrative support occupations						
.....	16.22	2.1	16.99	2.1	11.72	6.2
Level 1	8.10	2.5	—	—	8.22	4.1
Level 2	11.01	4.7	11.37	6.5	10.82	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, Minneapolis-St. Paul-St. Cloud, MN-WI CSA, July 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 3	\$12.82	3.6	\$13.27	3.3	\$11.23	5.1
Level 4	15.61	1.4	15.56	1.2	16.18	6.1
Level 5	17.65	3.2	17.71	3.2	—	—
Level 6	21.11	3.8	21.16	3.9	—	—
Level 7	23.42	4.9	23.42	4.9	—	—
Not able to be leveled	17.27	5.5	17.41	5.6	—	—
First-line supervisors/managers of office and administrative support workers	21.70	9.7	21.73	10.0	—	—
Financial clerks	17.97	9.5	18.22	9.9	—	—
Level 4	14.64	3.5	14.75	3.5	—	—
Level 5	16.07	1.7	—	—	—	—
Level 6	22.63	5.2	22.74	5.1	—	—
Not able to be leveled	17.41	7.2	17.41	7.2	—	—
Bookkeeping, accounting, and auditing clerks	18.57	12.4	18.64	12.7	—	—
Level 4	14.94	4.2	—	—	—	—
Customer service representatives	17.32	5.0	17.96	4.0	—	—
Level 4	16.54	4.4	16.54	4.4	—	—
Level 5	16.13	4.0	16.59	2.4	—	—
Order clerks	15.64	7.9	16.18	7.7	—	—
Receptionists and information clerks	14.70	5.0	15.02	4.9	12.66	9.9
Level 2	12.97	11.1	—	—	—	—
Level 3	15.63	5.1	—	—	—	—
Level 4	15.58	7.9	15.57	8.0	—	—
Dispatchers	22.11	7.2	22.11	7.2	—	—
Dispatchers, except police, fire, and ambulance	22.11	7.2	22.11	7.2	—	—
Shipping, receiving, and traffic clerks	13.13	13.8	13.13	13.8	—	—
Stock clerks and order fillers	14.16	8.7	15.28	4.9	10.87	7.2
Secretaries and administrative assistants	18.99	3.5	19.17	3.4	—	—
Level 4	16.97	5.4	17.05	5.6	—	—
Level 5	16.55	9.9	—	—	—	—
Level 6	20.47	4.2	20.47	4.2	—	—
Not able to be leveled	20.34	6.7	20.34	6.7	—	—
Executive secretaries and administrative assistants	20.31	3.4	20.39	3.4	—	—
Not able to be leveled	21.86	3.7	21.86	3.7	—	—
Secretaries, except legal, medical, and executive	17.09	6.1	17.37	6.2	—	—
Level 4	17.65	8.4	17.65	8.4	—	—
Office clerks, general	14.47	8.0	14.76	7.9	—	—
Level 3	12.46	4.8	12.48	5.0	—	—
Level 4	15.11	9.3	14.95	10.4	—	—
Level 5	20.35	19.4	20.35	19.4	—	—
Construction and extraction occupations	26.04	10.2	26.05	10.2	—	—
Level 4	23.02	13.5	23.02	13.5	—	—
Level 7	30.30	2.9	30.30	2.9	—	—
Installation, maintenance, and repair occupations	22.63	3.4	22.63	3.4	—	—
Level 5	21.13	4.6	21.13	4.6	—	—
Level 7	23.08	5.2	23.08	5.2	—	—
Not able to be leveled	23.12	2.5	23.12	2.5	—	—
Bus and truck mechanics and diesel engine specialists	21.87	6.0	21.87	6.0	—	—
Industrial machinery installation, repair, and maintenance workers	21.83	1.8	21.83	1.8	—	—
Industrial machinery mechanics	22.98	1.8	22.98	1.8	—	—
Production occupations	16.65	4.1	17.13	4.0	9.59	1.5
Level 1	9.98	2.6	10.44	4.0	—	—
Level 2	11.92	5.8	12.14	5.6	—	—
Level 3	16.68	6.4	16.72	6.7	—	—
Level 4	18.33	1.4	18.33	1.4	—	—
Level 5	17.89	5.9	17.89	5.9	—	—
Level 6	20.26	8.4	20.26	8.4	—	—
Level 7	24.01	1.7	24.01	1.7	—	—
Not able to be leveled	20.05	5.4	20.05	5.4	—	—

See footnotes at end of table.

Table 3. Private industry workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Minneapolis-St. Paul-St. Cloud, MN-WI CSA, July 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						
First-line supervisors/managers of production and operating workers	\$24.42	6.4	\$24.42	6.4	—	—
Miscellaneous assemblers and fabricators	14.88	14.9	15.63	16.9	—	—
Level 2	11.76	5.2	12.13	2.5	—	—
Level 3	20.08	7.8	20.08	7.8	—	—
Level 4	19.32	.7	19.32	.7	—	—
Computer control programmers and operators	22.83	5.6	22.83	5.6	—	—
Machine tool cutting setters, operators, and tenders, metal and plastic	16.33	2.1	16.33	2.1	—	—
Cutting, punching, and press machine setters, operators, and tenders, metal and plastic	15.84	5.6	15.84	5.6	—	—
Printers	17.48	7.4	17.48	7.4	—	—
Inspectors, testers, sorters, samplers, and weighers	19.87	11.0	19.87	11.0	—	—
Painting workers	19.90	13.8	19.90	13.8	—	—
Coating, painting, and spraying machine setters, operators, and tenders	19.90	13.8	19.90	13.8	—	—
Miscellaneous production workers	11.73	4.5	12.26	5.9	—	—
Level 1	9.62	2.1	10.04	3.3	—	—
Helpers--production workers	13.17	11.9	—	—	—	—
Transportation and material moving occupations	17.15	11.5	19.73	12.9	\$10.55	5.8
Level 1	9.04	3.9	—	—	8.94	4.0
Level 2	12.18	4.1	12.26	4.0	—	—
Level 3	14.98	4.4	14.95	5.6	—	—
Level 4	19.17	4.9	19.17	4.9	—	—
Level 5	18.77	4.9	18.77	4.9	—	—
Level 6	21.75	10.1	21.75	10.1	—	—
Not able to be leveled	13.48	14.6	—	—	—	—
Bus drivers	13.68	9.9	—	—	—	—
Bus drivers, school	13.68	9.9	—	—	—	—
Driver/sales workers and truck drivers	18.06	2.9	18.06	2.9	—	—
Level 4	20.15	7.0	20.15	7.0	—	—
Truck drivers, heavy and tractor-trailer	18.32	2.5	18.32	2.5	—	—
Level 4	19.06	5.3	19.06	5.3	—	—
Truck drivers, light or delivery services	16.92	14.5	16.92	14.5	—	—
Industrial truck and tractor operators	15.66	7.3	15.66	7.3	—	—
Level 3	14.98	5.9	14.98	5.9	—	—
Laborers and material movers, hand	11.31	4.2	13.19	5.1	9.76	4.1
Level 1	9.24	3.3	—	—	9.17	3.5
Level 2	12.02	.8	12.02	.8	—	—
Level 3	15.09	8.0	—	—	—	—
Laborers and freight, stock, and material movers, hand	12.76	4.1	14.73	5.7	10.44	4.9
Level 1	9.51	7.5	—	—	9.51	7.5
Level 3	15.15	9.5	—	—	—	—
Packers and packagers, hand	9.87	4.3	—	—	9.92	4.8
Level 1	9.39	4.7	—	—	9.26	2.5

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, Minneapolis-St. Paul-St. Cloud, MN-WI CSA, July 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	\$30.23	5.4	\$31.26	5.5	\$15.27	7.2
Management occupations	45.33	8.2	45.98	8.0	—	—
Level 11	46.60	2.7	46.60	2.7	—	—
Education administrators	47.71	12.7	47.71	12.7	—	—
Level 11	47.67	.0	47.67	.0	—	—
Education administrators, elementary and secondary school	50.99	1.6	50.99	1.6	—	—
Level 11	47.67	.0	47.67	.0	—	—
Business and financial operations occupations	26.91	8.7	26.91	8.7	—	—
Level 6	21.71	1.8	21.71	1.8	—	—
Computer and mathematical science occupations	31.28	5.7	31.28	5.7	—	—
Architecture and engineering occupations	28.17	9.6	28.17	9.6	—	—
Life, physical, and social science occupations	30.65	6.1	30.65	6.1	—	—
Community and social services occupations	24.85	4.4	24.85	4.4	—	—
Education, training, and library occupations	45.93	14.5	47.27	14.8	16.05	12.6
Level 3	13.52	1.1	—	—	—	—
Level 8	34.21	1.9	34.21	1.9	—	—
Level 9	37.80	1.6	37.88	1.8	—	—
Postsecondary teachers	74.12	34.0	74.12	34.0	—	—
Primary, secondary, and special education school teachers	36.89	1.7	36.95	1.9	—	—
Level 8	34.21	1.9	34.21	1.9	—	—
Level 9	37.51	1.5	37.59	1.8	—	—
Preschool and kindergarten teachers	37.57	5.0	37.57	5.0	—	—
Level 9	36.78	4.6	36.78	4.6	—	—
Kindergarten teachers, except special education	37.57	5.0	37.57	5.0	—	—
Level 9	36.78	4.6	36.78	4.6	—	—
Elementary and middle school teachers	36.92	.5	36.92	.5	—	—
Level 8	34.46	.4	34.46	.4	—	—
Level 9	37.55	.9	37.55	.9	—	—
Elementary school teachers, except special education	36.52	1.3	36.52	1.3	—	—
Level 9	36.99	1.8	36.99	1.8	—	—
Middle school teachers, except special and vocational education	38.07	.3	38.07	.3	—	—
Secondary school teachers	37.04	2.3	37.04	2.3	—	—
Level 9	38.01	2.0	38.01	2.0	—	—
Secondary school teachers, except special and vocational education	37.04	2.3	37.04	2.3	—	—
Level 9	38.01	2.0	38.01	2.0	—	—
Teacher assistants	14.17	3.8	—	—	—	—
Level 3	13.52	1.1	—	—	—	—
Healthcare practitioner and technical occupations	31.28	6.3	32.92	6.1	22.19	5.3
Level 9	36.58	2.0	36.77	2.0	—	—
Registered nurses	34.87	4.4	34.72	4.2	—	—
Level 9	35.97	1.6	—	—	—	—
Healthcare support occupations	17.20	6.7	—	—	—	—
Protective service occupations	26.46	5.7	26.92	5.4	—	—
Level 7	27.30	4.3	27.30	4.3	—	—
Police officers	27.44	2.0	27.82	2.4	—	—
Police and sheriff's patrol officers	27.44	2.0	27.82	2.4	—	—
Food preparation and serving related occupations	11.44	5.9	—	—	11.44	5.9
Fast food and counter workers	11.12	9.4	—	—	11.12	9.4
Building and grounds cleaning and maintenance occupations	18.01	4.1	18.43	5.2	—	—

See footnotes at end of table.

Table 4. State and local government workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Minneapolis-St. Paul-St. Cloud, MN-WI CSA, July 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 —Continued						
Level 3	\$16.85	5.1	\$16.87	5.1	—	—
Level 4	18.36	11.6	18.36	11.6	—	—
Building cleaning workers	16.93	5.0	17.16	4.9	—	—
Level 4	18.36	11.6	18.36	11.6	—	—
Janitors and cleaners, except maids and housekeeping cleaners	17.08	5.0	17.32	4.8	—	—
Level 4	18.36	11.6	18.36	11.6	—	—
Personal care and service occupations	11.56	9.3	—	—	—	—
Office and administrative support occupations	18.49	4.0	18.63	3.7	\$15.45	8.5
Level 3	14.16	3.1	14.13	3.4	—	—
Level 4	17.90	3.8	18.00	3.9	—	—
Level 5	21.13	2.4	21.21	2.6	—	—
Financial clerks	18.49	3.9	18.49	3.9	—	—
Bookkeeping, accounting, and auditing clerks	18.53	5.4	18.53	5.4	—	—
Secretaries and administrative assistants	20.57	9.3	20.90	10.4	—	—
Office clerks, general	17.59	5.9	17.71	6.1	—	—
Level 4	18.49	3.7	18.59	3.6	—	—
Level 5	20.48	1.7	20.48	1.7	—	—
Installation, maintenance, and repair occupations	24.72	8.4	24.72	8.4	—	—
Transportation and material moving occupations	20.78	5.7	—	—	—	—

¹ Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, 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, Minneapolis-St. Paul-St. Cloud, MN-WI CSA, July 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	\$23.03	3.1	\$25.38	3.0	\$11.79	3.4
Management occupations	40.45	4.3	40.60	4.2	—	—
Group II	21.06	2.6	—	—	—	—
Group III	41.19	4.9	—	—	—	—
General and operations managers	40.07	9.3	40.07	9.3	—	—
Marketing and sales managers	42.32	5.8	42.32	5.8	—	—
Marketing managers	38.57	5.7	38.57	5.7	—	—
Computer and information systems managers	49.96	5.5	49.96	5.5	—	—
Financial managers	40.77	12.3	40.18	13.6	—	—
Education administrators	40.52	16.5	40.52	16.5	—	—
Group III	43.05	13.1	—	—	—	—
Education administrators, elementary and secondary school	47.28	10.0	47.28	10.0	—	—
Group III	46.97	10.9	46.97	10.9	—	—
Engineering managers	44.75	14.3	44.75	14.3	—	—
Medical and health services managers	41.52	8.9	41.57	9.5	—	—
Business and financial operations occupations	36.88	20.8	36.89	20.8	—	—
Group II	21.69	3.2	—	—	—	—
Group III	30.81	4.2	—	—	—	—
Buyers and purchasing agents	23.33	9.0	23.33	9.0	—	—
Group II	22.11	6.9	—	—	—	—
Purchasing agents, except wholesale, retail, and farm products	23.36	10.3	23.36	10.3	—	—
Claims adjusters, appraisers, examiners, and investigators	20.48	11.3	20.48	11.3	—	—
Group II	19.67	11.2	—	—	—	—
Claims adjusters, examiners, and investigators	20.11	11.2	20.11	11.2	—	—
Group II	19.67	11.2	19.67	11.2	—	—
Human resources, training, and labor relations specialists	24.86	11.4	24.88	11.5	—	—
Group II	22.12	11.0	—	—	—	—
Group III	32.14	5.5	—	—	—	—
Management analysts	33.44	1.0	33.44	1.0	—	—
Group III	33.70	2.4	33.70	2.4	—	—
Accountants and auditors	26.08	3.8	26.08	3.8	—	—
Group II	22.87	4.8	22.87	4.8	—	—
Group III	27.56	9.9	27.56	9.9	—	—
Financial analysts and advisors	28.30	6.7	28.30	6.7	—	—
Group III	35.93	12.5	—	—	—	—
Computer and mathematical science occupations	36.10	3.4	36.10	3.4	—	—
Group II	26.61	5.3	—	—	—	—
Group III	38.58	3.5	—	—	—	—
Computer software engineers	42.13	7.4	42.14	7.4	—	—
Group III	43.21	7.6	—	—	—	—
Computer software engineers, applications	42.28	9.0	42.28	9.0	—	—
Group III	42.00	5.8	42.00	5.8	—	—
Computer software engineers, systems software	41.98	9.5	42.01	9.5	—	—
Group III	44.24	12.1	44.29	12.2	—	—
Computer support specialists	28.32	6.3	28.32	6.3	—	—
Computer systems analysts	39.04	5.1	39.04	5.1	—	—
Group II	32.78	6.9	32.78	6.9	—	—
Group III	38.92	6.4	38.92	6.4	—	—
Network and computer systems administrators	30.70	7.6	30.70	7.6	—	—
Network systems and data communications analysts	31.48	5.7	31.48	5.7	—	—
Group III	31.84	6.7	31.84	6.7	—	—
Architecture and engineering occupations	32.22	7.6	32.44	7.5	—	—
Group II	24.53	4.1	—	—	—	—
Group III	37.55	2.7	—	—	—	—
Engineers	38.05	8.5	38.05	8.5	—	—
Group III	37.75	3.4	—	—	—	—
Mechanical engineers	36.99	7.8	36.99	7.8	—	—
Group III	38.47	5.9	38.47	5.9	—	—
Engineering technicians, except drafters	24.90	5.8	25.12	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, Minneapolis-St. Paul-St. Cloud, MN-WI CSA, July 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)
Architecture and engineering occupations –Continued						
Engineering technicians, except drafters –Continued						
Group II	\$24.75	5.7	–	–	–	–
Electrical and electronic engineering technicians	23.93	3.4	\$24.21	4.5	–	–
Life, physical, and social science occupations	32.64	6.6	32.74	6.6	–	–
Group II	27.37	5.6	–	–	–	–
Group III	36.12	5.8	–	–	–	–
Physical scientists	32.76	8.1	32.76	8.1	–	–
Market and survey researchers	34.18	14.9	34.18	14.9	–	–
Market research analysts	34.18	14.9	34.18	14.9	–	–
Community and social services occupations	20.35	10.1	20.97	9.1	–	–
Group II	19.53	9.2	–	–	–	–
Counselors	23.20	3.7	23.20	3.7	–	–
Group II	23.20	3.7	–	–	–	–
Social workers	23.17	10.8	23.17	10.8	–	–
Child, family, and school social workers	26.59	10.3	26.59	10.3	–	–
Miscellaneous community and social service specialists	17.54	6.3	–	–	–	–
Group II	17.54	6.3	–	–	–	–
Social and human service assistants	16.78	1.4	–	–	–	–
Group II	16.78	1.4	–	–	–	–
Legal occupations	39.17	6.8	40.06	7.1	–	–
Group III	45.53	4.6	–	–	–	–
Lawyers	44.23	4.5	44.23	4.5	–	–
Group III	47.87	5.2	47.87	5.2	–	–
Education, training, and library occupations	39.89	13.4	41.87	13.9	\$15.87	11.3
Group I	13.74	4.2	–	–	–	–
Group II	26.65	5.2	–	–	–	–
Group III	37.67	2.3	–	–	–	–
Postsecondary teachers	66.53	30.4	67.66	30.9	–	–
Group III	40.04	5.8	–	–	–	–
Primary, secondary, and special education school teachers	34.02	3.6	34.05	3.6	–	–
Group II	27.39	4.6	–	–	–	–
Group III	36.77	2.4	–	–	–	–
Preschool and kindergarten teachers	28.75	7.7	28.75	7.7	–	–
Group II	21.71	10.8	–	–	–	–
Group III	36.78	4.6	–	–	–	–
Kindergarten teachers, except special education	37.57	5.0	37.57	5.0	–	–
Group III	36.78	4.6	36.78	4.6	–	–
Elementary and middle school teachers	34.47	5.7	34.47	5.7	–	–
Group II	30.00	8.3	–	–	–	–
Group III	36.19	3.5	–	–	–	–
Elementary school teachers, except special education	33.92	6.4	33.92	6.4	–	–
Group II	30.16	8.4	30.16	8.4	–	–
Group III	35.32	4.8	35.32	4.8	–	–
Middle school teachers, except special and vocational education	36.26	4.6	36.26	4.6	–	–
Secondary school teachers	37.04	2.3	37.04	2.3	–	–
Group III	38.01	2.0	–	–	–	–
Secondary school teachers, except special and vocational education	37.04	2.3	37.04	2.3	–	–
Group III	38.01	2.0	38.01	2.0	–	–
Teacher assistants	13.74	4.2	14.48	4.2	12.91	5.8
Group I	13.74	4.2	14.48	4.2	12.91	5.8
Arts, design, entertainment, sports, and media occupations	24.28	6.9	24.62	7.6	–	–
Group II	21.86	5.9	–	–	–	–
Group III	25.74	8.5	–	–	–	–
Designers	23.10	6.6	22.62	7.0	–	–
Graphic designers	21.40	7.8	20.73	7.6	–	–

See footnotes at end of table.

Table 5. Combined work levels¹ for civilian workers: Mean hourly earnings² for full-time and part-time workers³, Minneapolis-St. Paul-St. Cloud, MN-WI CSA, July 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 practitioner and technical occupations	\$29.14	1.8	\$29.29	2.6	\$28.79	1.7
Group I	15.45	8.5	—	—	—	—
Group II	22.62	1.5	—	—	—	—
Group III	36.27	1.9	—	—	—	—
Registered nurses	33.42	2.7	34.53	4.7	32.18	1.8
Group II	24.83	2.8	—	—	—	—
Group III	34.77	1.9	36.14	3.6	33.08	1.7
Therapists	32.24	6.9	32.50	6.9	—	—
Group III	33.90	6.1	—	—	—	—
Clinical laboratory technologists and technicians	21.16	1.9	—	—	—	—
Diagnostic related technologists and technicians	26.15	5.1	—	—	—	—
Group II	26.15	5.1	—	—	—	—
Licensed practical and licensed vocational nurses	19.50	1.5	19.48	1.6	19.55	2.1
Group II	19.53	1.6	19.51	1.7	19.61	2.2
Healthcare support occupations	14.47	5.8	15.04	9.3	13.46	5.6
Group I	13.51	4.3	—	—	—	—
Group II	19.31	3.3	—	—	—	—
Nursing, psychiatric, and home health aides	12.68	5.7	12.81	9.2	12.51	3.8
Group I	12.50	5.9	—	—	—	—
Home health aides	11.05	6.5	—	—	10.99	1.9
Group I	11.05	6.5	—	—	10.99	1.9
Nursing aides, orderlies, and attendants	13.50	4.5	13.96	5.8	13.02	4.5
Group I	13.45	3.8	14.03	6.2	13.02	4.9
Miscellaneous healthcare support occupations	16.54	6.3	17.07	6.8	—	—
Group I	15.34	8.1	—	—	—	—
Protective service occupations	26.13	5.9	26.61	5.5	—	—
Group II	26.46	5.9	—	—	—	—
Police officers	27.44	2.0	27.82	2.4	—	—
Group II	27.44	2.0	—	—	—	—
Police and sheriff's patrol officers	27.44	2.0	27.82	2.4	—	—
Group II	27.44	2.0	27.82	2.4	—	—
Food preparation and serving related occupations	8.46	2.9	10.11	10.4	7.85	2.3
Group I	8.10	3.4	—	—	—	—
Cooks	10.04	14.7	9.62	26.8	10.63	5.0
Group I	9.83	13.7	—	—	—	—
Cooks, restaurant	9.52	18.2	8.65	33.3	—	—
Group I	9.34	17.0	8.27	29.6	—	—
Food preparation workers	9.50	5.3	—	—	9.45	6.3
Group I	9.50	5.3	—	—	9.45	6.3
Food service, tipped	6.70	3.1	8.33	3.6	6.35	2.2
Group I	6.70	3.1	—	—	—	—
Bartenders	7.96	6.5	—	—	7.22	5.7
Group I	7.96	6.5	—	—	7.22	5.7
Waiters and waitresses	6.12	1.8	—	—	6.09	1.5
Group I	6.12	1.8	—	—	6.09	1.5
Dining room and cafeteria attendants and bartender helpers	7.06	1.9	—	—	—	—
Group I	7.06	1.9	—	—	—	—
Fast food and counter workers	8.71	8.2	—	—	8.81	8.2
Group I	8.71	8.2	—	—	—	—
Combined food preparation and serving workers, including fast food	9.43	10.7	—	—	9.70	10.3
Group I	9.43	10.7	—	—	9.70	10.3
Dishwashers	7.90	3.9	—	—	7.39	3.3
Group I	7.74	3.2	—	—	7.39	3.3
Hosts and hostesses, restaurant, lounge, and coffee shop	7.77	5.7	—	—	7.39	9.7
Group I	7.77	5.7	—	—	7.39	9.7
Building and grounds cleaning and maintenance occupations	13.49	4.9	14.42	5.2	10.00	1.2
Group I	13.37	4.3	—	—	—	—
Building cleaning workers	12.53	2.8	13.20	2.9	10.10	1.1

See footnotes at end of table.

Table 5. Combined work levels¹ for civilian workers: Mean hourly earnings² for full-time and part-time workers³, Minneapolis-St. Paul-St. Cloud, MN-WI CSA, July 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 —Continued						
Building cleaning workers —Continued						
Group I	\$12.72	2.5	—	—	—	—
Janitors and cleaners, except maids and housekeeping cleaners	13.10	3.5	\$13.90	3.8	\$10.08	0.7
Group I	13.30	3.3	14.20	3.5	10.08	.7
Maids and housekeeping cleaners	11.01	2.2	11.28	3.1	10.12	4.2
Group I	10.96	2.5	11.29	4.1	10.12	4.2
Grounds maintenance workers	19.75	7.5	—	—	—	—
Group I	18.28	13.9	—	—	—	—
Landscaping and groundskeeping workers	19.75	7.5	—	—	—	—
Group I	18.28	13.9	—	—	—	—
Personal care and service occupations	10.14	7.2	11.26	9.5	8.89	8.0
Group I	9.69	7.3	—	—	—	—
Miscellaneous entertainment attendants and related workers	8.69	6.8	—	—	8.69	6.8
Group I	8.69	6.8	—	—	—	—
Amusement and recreation attendants	8.65	9.1	—	—	8.65	9.1
Group I	8.65	9.1	—	—	8.65	9.1
Recreation and fitness workers	9.95	15.2	—	—	8.03	16.9
Group I	9.00	16.4	—	—	—	—
Recreation workers	9.85	22.8	—	—	—	—
Group I	8.30	26.3	—	—	—	—
Sales and related occupations	23.02	9.4	28.88	9.4	9.29	4.8
Group I	11.46	8.7	—	—	—	—
Group II	29.86	19.8	—	—	—	—
Group III	42.85	15.0	—	—	—	—
First-line supervisors/managers, sales workers	19.62	10.5	19.62	10.5	—	—
Group II	20.57	7.9	—	—	—	—
First-line supervisors/managers of retail sales workers	16.94	11.1	16.94	11.1	—	—
Group II	20.57	7.9	20.57	7.9	—	—
Retail sales workers	10.47	2.0	12.22	6.3	9.14	4.8
Group I	9.88	2.8	—	—	—	—
Cashiers, all workers	9.50	5.9	10.33	10.4	9.04	2.4
Group I	9.47	6.5	—	—	—	—
Cashiers	9.50	5.9	10.33	10.4	9.04	2.4
Group I	9.47	6.5	—	—	9.04	2.4
Retail salespersons	10.76	3.8	12.55	10.1	9.19	7.1
Group I	9.99	3.0	11.03	3.4	9.21	8.0
Securities, commodities, and financial services sales agents	88.93	19.7	88.93	19.7	—	—
Sales representatives, wholesale and manufacturing	34.06	17.9	34.06	17.9	—	—
Group II	28.13	6.6	—	—	—	—
Sales representatives, wholesale and manufacturing, except technical and scientific products	29.30	7.6	29.30	7.6	—	—
Group II	28.13	6.6	28.13	6.6	—	—
Office and administrative support occupations	16.49	1.9	17.20	1.9	11.86	6.1
Group I	13.93	2.0	—	—	—	—
Group II	20.12	2.7	—	—	—	—
First-line supervisors/managers of office and administrative support workers	21.79	8.8	21.82	9.0	—	—
Group II	20.67	8.1	20.67	8.4	—	—
Financial clerks	18.05	7.8	18.27	8.1	—	—
Group I	13.78	4.1	—	—	—	—
Group II	21.96	9.1	—	—	—	—
Bookkeeping, accounting, and auditing clerks	18.56	10.1	18.62	10.3	—	—
Group I	14.11	3.8	14.04	3.9	—	—
Group II	22.47	11.2	22.70	11.2	—	—
Customer service representatives	17.32	5.0	17.96	4.0	—	—
Group I	14.78	6.7	15.46	6.1	—	—
Group II	19.41	3.0	19.72	2.6	—	—
Order clerks	15.64	7.9	16.18	7.7	—	—

See footnotes at end of table.

Table 5. Combined work levels¹ for civilian workers: Mean hourly earnings² for full-time and part-time workers³, Minneapolis-St. Paul-St. Cloud, MN-WI CSA, July 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						
Order clerks —Continued						
Group I	\$13.94	5.1	\$14.52	1.2	—	—
Receptionists and information clerks	14.75	4.8	15.05	4.7	\$12.66	9.9
Group I	14.87	5.1	15.23	5.1	12.66	9.9
Dispatchers	22.68	6.7	22.68	6.7	—	—
Dispatchers, except police, fire, and ambulance	22.11	7.2	22.11	7.2	—	—
Shipping, receiving, and traffic clerks	13.13	13.8	13.13	13.8	—	—
Group I	12.25	16.4	12.25	16.4	—	—
Stock clerks and order fillers	14.95	7.6	16.07	6.1	10.87	7.2
Group I	14.58	6.4	15.73	6.2	10.87	7.2
Secretaries and administrative assistants	19.23	3.4	19.42	3.3	15.39	9.8
Group I	16.45	5.2	—	—	—	—
Group II	20.70	4.3	—	—	—	—
Executive secretaries and administrative assistants	20.78	3.3	20.86	3.3	—	—
Group II	21.08	4.1	21.22	4.2	—	—
Secretaries, except legal, medical, and executive	17.13	5.1	17.33	5.2	—	—
Group I	16.66	7.8	17.05	7.7	—	—
Group II	19.05	8.3	19.12	9.2	—	—
Office clerks, general	15.56	5.4	15.82	5.5	12.46	11.7
Group I	14.24	5.6	14.42	5.9	—	—
Group II	20.39	10.2	20.39	10.2	—	—
Construction and extraction occupations	25.87	9.4	25.87	9.4	—	—
Group I	21.26	4.7	—	—	—	—
Group II	26.52	8.6	—	—	—	—
Installation, maintenance, and repair occupations	22.87	3.1	22.87	3.1	—	—
Group II	23.61	3.9	—	—	—	—
Bus and truck mechanics and diesel engine specialists ...	21.99	5.3	21.99	5.3	—	—
Industrial machinery installation, repair, and maintenance workers	22.08	1.9	22.08	1.9	—	—
Group II	22.54	4.3	—	—	—	—
Industrial machinery mechanics	23.29	2.2	23.29	2.2	—	—
Group II	23.22	3.4	23.22	3.4	—	—
Maintenance and repair workers, general	20.13	5.8	20.13	5.8	—	—
Production occupations	16.74	4.0	17.22	3.9	9.59	1.5
Group I	14.08	4.5	—	—	—	—
Group II	20.36	5.1	—	—	—	—
First-line supervisors/managers of production and operating workers	24.42	6.4	24.42	6.4	—	—
Miscellaneous assemblers and fabricators	14.88	14.9	15.63	16.9	—	—
Group I	14.79	15.1	—	—	—	—
Computer control programmers and operators	22.83	5.6	22.83	5.6	—	—
Group II	21.65	2.2	—	—	—	—
Machine tool cutting setters, operators, and tenders, metal and plastic	16.33	2.1	16.33	2.1	—	—
Cutting, punching, and press machine setters, operators, and tenders, metal and plastic	15.84	5.6	15.84	5.6	—	—
Printers	17.48	7.4	17.48	7.4	—	—
Inspectors, testers, sorters, samplers, and weighers	19.87	11.0	19.87	11.0	—	—
Group I	17.50	22.6	17.50	22.6	—	—
Painting workers	19.90	13.8	19.90	13.8	—	—
Coating, painting, and spraying machine setters, operators, and tenders	19.90	13.8	19.90	13.8	—	—
Miscellaneous production workers	11.73	4.5	12.26	5.9	—	—
Group I	11.69	5.0	—	—	—	—
Helpers—production workers	13.17	11.9	—	—	—	—
Transportation and material moving occupations	17.31	10.9	19.85	12.2	10.72	5.9
Group I	13.84	4.7	—	—	—	—
Group II	20.13	5.4	—	—	—	—
Bus drivers	15.46	9.7	—	—	13.94	9.8
Group I	17.05	9.0	—	—	—	—

See footnotes at end of table.

Table 5. Combined work levels¹ for civilian workers: Mean hourly earnings² for full-time and part-time workers³, Minneapolis-St. Paul-St. Cloud, MN-WI CSA, July 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						
Bus drivers, school	\$14.16	8.8	—	—	—	—
Driver/sales workers and truck drivers	18.09	2.9	\$18.09	2.9	—	—
Group I	17.86	7.2	—	—	—	—
Truck drivers, heavy and tractor-trailer	18.32	2.5	18.32	2.5	—	—
Group I	17.29	8.9	17.29	8.9	—	—
Truck drivers, light or delivery services	17.25	12.9	17.25	12.9	—	—
Group I	19.42	13.0	19.42	13.0	—	—
Industrial truck and tractor operators	15.66	7.3	15.66	7.3	—	—
Group I	15.58	7.6	15.58	7.6	—	—
Laborers and material movers, hand	11.31	4.2	13.19	5.1	\$9.76	4.1
Group I	11.24	4.8	—	—	—	—
Laborers and freight, stock, and material movers, hand	12.76	4.1	14.73	5.7	10.44	4.9
Group I	12.80	4.6	14.94	6.8	10.54	5.3
Packers and packagers, hand	9.87	4.3	—	—	9.92	4.8
Group I	9.85	4.3	—	—	9.88	4.8

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, Minneapolis-St. Paul-St. Cloud, MN-WI CSA, July 2007

Occupation ²	10	25	Median 50	75	90
All workers	\$9.25	\$12.79	\$18.76	\$28.32	\$39.76
Management occupations	21.88	28.82	39.75	48.33	58.15
General and operations managers	19.59	31.73	42.27	47.06	54.47
Marketing and sales managers	29.88	34.64	39.51	49.50	56.74
Marketing managers	29.12	34.64	38.46	43.33	48.08
Computer and information systems managers	43.27	45.19	48.81	58.09	58.15
Financial managers	21.88	23.52	30.53	53.81	80.07
Education administrators	21.98	26.44	42.54	53.20	58.31
Education administrators, elementary and secondary school	28.95	39.10	50.05	54.79	59.70
Engineering managers	30.76	38.67	39.54	44.71	68.64
Medical and health services managers	21.98	31.78	39.63	62.87	62.87
Business and financial operations occupations	18.57	21.54	27.57	39.76	80.95
Buyers and purchasing agents	16.76	21.40	22.90	26.92	30.59
Purchasing agents, except wholesale, retail, and farm products	16.09	17.52	22.07	30.59	32.86
Claims adjusters, appraisers, examiners, and investigators	15.12	15.70	18.47	25.45	27.84
Claims adjusters, examiners, and investigators	15.12	15.70	17.56	24.41	27.84
Human resources, training, and labor relations specialists	16.50	20.30	23.27	27.50	34.55
Management analysts	23.02	29.33	34.38	37.41	42.67
Accountants and auditors	19.63	20.50	26.82	29.14	36.22
Financial analysts and advisors	19.81	21.25	24.61	34.03	39.14
Computer and mathematical science occupations	25.06	29.94	34.73	42.66	48.49
Computer software engineers	28.97	33.81	39.30	52.88	54.16
Computer software engineers, applications	27.40	31.73	46.82	54.16	54.16
Computer software engineers, systems software	33.10	38.87	39.30	48.25	53.99
Computer support specialists	18.46	25.19	29.37	33.04	33.35
Computer systems analysts	29.94	34.21	38.65	44.06	45.43
Network and computer systems administrators	21.98	25.05	31.85	32.58	41.06
Network systems and data communications analysts	23.69	27.03	31.83	36.44	36.44
Architecture and engineering occupations	20.44	24.22	28.84	37.53	49.45
Engineers	23.56	30.52	36.53	42.09	54.03
Mechanical engineers	26.47	28.27	34.52	48.78	51.63
Engineering technicians, except drafters	17.61	22.26	25.45	27.57	32.22
Electrical and electronic engineering technicians	17.61	20.17	24.82	27.16	27.57
Life, physical, and social science occupations	25.62	26.50	28.86	35.92	44.83
Physical scientists	26.50	28.02	28.02	35.92	48.65
Market and survey researchers	25.62	25.62	32.31	44.83	44.83
Market research analysts	25.62	25.62	32.31	44.83	44.83
Community and social services occupations	16.00	16.35	17.46	23.93	26.60
Counselors	19.23	20.37	21.87	25.64	26.60
Social workers	15.08	17.09	24.25	25.91	31.74
Child, family, and school social workers	17.64	22.34	24.25	31.74	36.87
Miscellaneous community and social service specialists Social and human service assistants	16.00	16.00	17.37	17.46	19.99
Social and human service assistants	16.00	16.00	16.35	17.46	17.46
Legal occupations	25.08	29.85	37.06	42.14	58.52
Lawyers	34.78	36.33	38.05	53.85	57.85
Education, training, and library occupations	14.33	24.89	34.50	43.90	51.04
Postsecondary teachers	28.53	41.03	43.90	72.90	168.38
Primary, secondary, and special education school teachers	21.77	26.22	33.34	41.63	47.13
Preschool and kindergarten teachers	13.00	19.42	26.72	39.74	46.03
Kindergarten teachers, except special education	25.61	31.91	38.75	41.74	47.89
Elementary and middle school teachers	23.50	26.54	33.23	41.76	46.79
Elementary school teachers, except special education	23.41	26.54	33.22	40.71	45.59
Middle school teachers, except special and vocational education	24.30	27.08	35.89	43.61	49.57
Secondary school teachers	26.05	31.16	36.22	43.66	48.85

See footnotes at end of table.

Table 6. **Civilian workers: Hourly wage percentiles¹, Minneapolis-St. Paul-St. Cloud, MN-WI CSA, July 2007**
 — Continued

Occupation ²	10	25	Median 50	75	90
Education, training, and library occupations –Continued					
Secondary school teachers, except special and vocational education	\$26.05	\$31.16	\$36.22	\$43.66	\$48.85
Teacher assistants	10.46	12.02	13.61	14.78	17.43
Arts, design, entertainment, sports, and media occupations					
Designers	17.50	18.34	21.00	29.96	35.35
Graphic designers	18.34	18.34	19.30	26.41	33.65
Graphic designers	18.34	18.34	19.24	22.44	29.96
Healthcare practitioner and technical occupations					
Registered nurses	16.98	20.57	28.70	35.22	41.77
Therapists	24.71	28.70	34.00	37.81	41.77
Clinical laboratory technologists and technicians	25.76	28.62	31.97	31.97	42.97
Diagnostic related technologists and technicians	18.04	18.79	20.74	22.62	26.34
Licensed practical and licensed vocational nurses	16.39	24.40	28.08	28.66	30.35
Licensed practical and licensed vocational nurses	16.65	18.21	20.00	20.57	21.90
Healthcare support occupations					
Nursing, psychiatric, and home health aides	10.25	11.55	13.89	17.24	19.60
Home health aides	10.00	10.75	12.30	14.22	16.68
Nursing aides, orderlies, and attendants	9.30	10.00	10.50	11.14	12.91
Miscellaneous healthcare support occupations	10.85	12.00	13.05	14.91	17.12
Miscellaneous healthcare support occupations	11.11	14.37	17.24	18.86	20.20
Protective service occupations					
Police officers	17.04	21.72	26.52	31.17	34.01
Police and sheriff's patrol officers	20.74	24.16	28.93	30.82	32.29
Police and sheriff's patrol officers	20.74	24.16	28.93	30.82	32.29
Food preparation and serving related occupations					
Cooks	6.15	6.45	7.50	10.00	12.24
Cooks, restaurant	6.55	6.80	10.00	12.24	14.48
Cooks, restaurant	6.55	6.80	9.50	11.00	14.41
Food preparation workers	8.00	8.00	9.35	10.60	11.55
Food service, tipped	6.00	6.15	6.15	6.86	8.65
Bartenders	6.15	6.50	8.00	9.00	10.31
Waiters and waitresses	5.25	6.15	6.15	6.45	6.45
Dining room and cafeteria attendants and bartender helpers	6.00	6.00	6.15	6.55	11.68
Fast food and counter workers	7.00	7.45	7.76	9.35	12.95
Combined food preparation and serving workers, including fast food	7.63	7.76	8.00	10.95	13.26
Dishwashers	6.50	7.50	8.00	8.00	9.30
Hosts and hostesses, restaurant, lounge, and coffee shop	6.55	6.55	7.20	8.80	9.31
Building and grounds cleaning and maintenance occupations					
Building cleaning workers	9.05	10.35	12.27	14.97	20.69
Janitors and cleaners, except maids and housekeeping cleaners	9.05	10.35	12.00	13.27	17.42
Janitors and cleaners, except maids and housekeeping cleaners	9.75	11.00	13.20	13.75	18.70
Maids and housekeeping cleaners	8.77	9.60	11.25	11.91	13.35
Grounds maintenance workers	9.50	15.88	23.59	23.59	25.68
Landscaping and groundskeeping workers	9.50	15.88	23.59	23.59	25.68
Personal care and service occupations					
Miscellaneous entertainment attendants and related workers	6.00	8.50	9.59	11.52	14.14
Amusement and recreation attendants	7.27	8.29	8.29	9.16	10.00
Amusement and recreation attendants	7.27	7.27	8.63	9.59	9.59
Recreation and fitness workers	4.63	8.25	10.25	12.20	16.00
Recreation workers	4.38	4.75	11.80	12.75	16.30
Sales and related occupations					
First-line supervisors/managers, sales workers	7.75	9.35	14.35	23.56	38.67
First-line supervisors/managers of retail sales workers	10.60	13.50	16.35	21.48	28.41
First-line supervisors/managers of retail sales workers	10.60	13.50	15.59	19.28	25.21
Retail sales workers	7.45	8.00	9.50	12.00	14.52
Cashiers, all workers	7.50	7.63	9.00	11.00	12.80
Cashiers	7.50	7.63	9.00	11.00	12.80
Retail salespersons	7.17	8.25	9.51	12.03	14.72
Securities, commodities, and financial services sales agents	15.71	24.76	46.11	124.08	220.82
Sales representatives, wholesale and manufacturing	19.98	22.95	31.16	33.03	45.00

See footnotes at end of table.

Table 6. **Civilian workers: Hourly wage percentiles¹, Minneapolis-St. Paul-St. Cloud, MN-WI CSA, July 2007**
— Continued

Occupation ²	10	25	Median 50	75	90
Sales and related occupations –Continued					
Sales representatives, wholesale and manufacturing, except technical and scientific products	\$19.42	\$22.72	\$31.16	\$32.74	\$35.54
Office and administrative support occupations					
First-line supervisors/managers of office and administrative support workers	10.28	13.00	15.90	19.40	22.48
Financial clerks	11.11	14.00	17.51	20.78	27.18
Bookkeeping, accounting, and auditing clerks	13.00	14.09	16.98	20.78	27.18
Customer service representatives	12.00	13.40	16.83	21.14	23.13
Order clerks	11.53	13.46	14.69	17.50	21.93
Receptionists and information clerks	11.00	11.81	15.09	16.75	18.80
Dispatchers	16.54	22.03	22.03	23.39	26.38
Dispatchers, except police, fire, and ambulance	16.54	21.39	22.03	22.03	30.06
Shipping, receiving, and traffic clerks	7.98	7.98	14.11	15.18	17.80
Stock clerks and order fillers	10.10	12.95	15.32	17.07	18.77
Secretaries and administrative assistants	14.36	15.78	19.33	21.88	25.24
Executive secretaries and administrative assistants	15.66	18.25	20.91	23.93	25.47
Secretaries, except legal, medical, and executive	13.65	15.27	16.29	18.75	21.13
Office clerks, general	9.75	12.00	14.70	18.77	20.30
Construction and extraction occupations					
14.45	19.89	28.32	30.19	32.89	
Installation, maintenance, and repair occupations					
18.40	19.22	22.58	26.87	27.58	
Bus and truck mechanics and diesel engine specialists ...	17.75	19.58	22.16	24.55	24.55
Industrial machinery installation, repair, and maintenance workers	16.37	20.39	22.58	23.27	26.94
Industrial machinery mechanics	20.39	22.56	22.77	24.31	27.58
Maintenance and repair workers, general	16.50	18.41	21.93	21.93	23.27
Production occupations					
9.94	11.80	16.20	19.76	25.80	
First-line supervisors/managers of production and operating workers	17.33	19.22	25.72	28.37	33.74
Miscellaneous assemblers and fabricators	10.15	10.32	12.72	16.79	28.35
Computer control programmers and operators	18.35	18.80	22.25	27.44	31.00
Machine tool cutting setters, operators, and tenders, metal and plastic	12.00	13.75	16.00	19.20	21.00
Cutting, punching, and press machine setters, operators, and tenders, metal and plastic	11.45	13.44	15.76	18.80	19.76
Printers	13.60	14.40	17.54	18.76	25.28
Inspectors, testers, sorters, samplers, and weighers	10.00	16.55	20.36	23.00	27.00
Painting workers	15.53	16.20	16.99	28.29	28.70
Coating, painting, and spraying machine setters, operators, and tenders	15.53	16.20	16.99	28.29	28.70
Miscellaneous production workers	8.50	9.46	10.78	14.30	15.08
Helpers--production workers	8.00	9.69	14.50	15.20	16.77
Transportation and material moving occupations					
8.25	11.05	15.00	18.55	22.69	
Bus drivers	12.23	12.23	15.22	15.60	22.69
Bus drivers, school	12.23	12.23	14.44	15.22	15.39
Driver/sales workers and truck drivers	13.00	15.00	17.75	19.59	23.95
Truck drivers, heavy and tractor-trailer	13.50	16.25	17.75	19.55	22.50
Truck drivers, light or delivery services	9.74	15.00	15.00	19.72	28.17
Industrial truck and tractor operators	12.76	12.78	15.55	16.91	18.60
Laborers and material movers, hand	7.57	8.10	10.00	13.28	15.37
Laborers and freight, stock, and material movers, hand	7.57	10.00	13.10	15.06	18.77
Packers and packagers, hand	7.75	8.10	9.50	10.87	12.80

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, Minneapolis-St. Paul-St. Cloud, MN-WI CSA, July 2007

Occupation ²	10	25	Median 50	75	90
All workers	\$9.00	\$12.23	\$17.69	\$27.18	\$38.46
Management occupations	21.64	25.93	38.67	48.09	58.15
General and operations managers	19.59	31.73	42.27	47.06	54.47
Marketing and sales managers	29.88	34.64	39.51	49.50	56.74
Marketing managers	29.12	34.64	38.46	43.33	48.08
Computer and information systems managers	43.27	45.19	48.81	58.09	58.15
Financial managers	21.88	23.52	26.96	52.88	80.07
Engineering managers	30.76	38.67	39.54	44.71	68.64
Business and financial operations occupations	18.51	21.51	27.57	42.67	80.95
Buyers and purchasing agents	16.76	21.40	22.90	26.92	30.59
Purchasing agents, except wholesale, retail, and farm products	16.09	17.52	22.07	30.59	32.86
Human resources, training, and labor relations specialists	16.50	20.23	22.96	27.50	30.67
Management analysts	22.12	29.33	31.25	37.41	42.67
Accountants and auditors	19.80	20.50	26.92	31.20	36.22
Financial analysts and advisors	19.50	20.73	23.33	30.31	40.39
Computer and mathematical science occupations	25.41	30.33	36.06	43.47	51.62
Computer software engineers	28.97	35.55	39.30	53.99	54.16
Computer software engineers, applications	27.40	30.29	47.26	54.16	54.16
Computer software engineers, systems software	33.10	38.87	39.30	48.25	53.99
Computer support specialists	18.25	25.06	28.85	33.04	33.04
Computer systems analysts	31.01	34.49	39.90	44.06	45.49
Network and computer systems administrators	25.05	25.48	31.85	32.58	41.06
Architecture and engineering occupations	21.03	24.82	29.00	37.65	49.45
Engineers	23.56	29.28	36.69	45.48	54.45
Mechanical engineers	26.47	28.27	34.52	48.78	51.63
Engineering technicians, except drafters	17.66	22.60	25.87	27.57	32.37
Electrical and electronic engineering technicians	18.02	22.26	25.75	27.57	27.57
Life, physical, and social science occupations	25.62	25.62	32.31	44.83	44.83
Market and survey researchers	25.62	25.62	32.31	44.83	44.83
Market research analysts	25.62	25.62	32.31	44.83	44.83
Community and social services occupations	15.50	16.00	17.37	17.64	25.91
Social workers	14.00	17.09	22.46	25.91	25.91
Miscellaneous community and social service specialists	16.00	16.00	16.35	17.46	17.46
Social and human service assistants	16.00	16.00	16.35	17.46	17.46
Legal occupations	25.08	27.82	36.01	38.28	53.85
Lawyers	36.00	37.06	38.05	53.85	63.31
Education, training, and library occupations	11.74	14.11	20.14	26.36	32.48
Postsecondary teachers	21.28	25.46	31.76	41.75	45.80
Primary, secondary, and special education school teachers	13.10	19.42	22.39	26.54	29.76
Teacher assistants	10.30	11.74	13.35	14.33	16.90
Arts, design, entertainment, sports, and media occupations	17.50	18.34	21.00	29.96	35.35
Designers	18.34	18.34	19.30	26.41	33.65
Graphic designers	18.34	18.34	19.24	22.44	29.96
Healthcare practitioner and technical occupations	16.98	20.57	28.66	34.70	41.77
Registered nurses	24.52	28.70	34.00	37.91	41.77
Licensed practical and licensed vocational nurses	16.75	18.29	20.01	20.57	22.14
Healthcare support occupations	10.10	11.25	13.50	17.24	19.10
Nursing, psychiatric, and home health aides	10.00	10.75	12.25	14.15	16.68
Home health aides	9.30	10.00	10.50	11.14	12.91
Nursing aides, orderlies, and attendants	11.00	12.00	13.05	14.81	17.12
Miscellaneous healthcare support occupations	11.11	14.37	17.24	18.86	20.20
Food preparation and serving related occupations	6.15	6.41	7.50	9.35	11.99
Cooks	6.55	6.80	10.00	12.24	14.48
Cooks, restaurant	6.55	6.80	9.50	11.00	14.41

See footnotes at end of table.

Table 7. Private industry workers: Hourly wage percentiles¹, Minneapolis-St. Paul-St. Cloud, MN-WI CSA, July 2007 — Continued

Occupation ²	10	25	Median 50	75	90
Food preparation and serving related occupations					
—Continued					
Food preparation workers	\$8.00	\$8.00	\$9.35	\$10.60	\$11.25
Food service, tipped	6.00	6.15	6.15	6.86	8.65
Bartenders	6.15	6.50	8.00	9.00	10.31
Waiters and waitresses	5.25	6.15	6.15	6.45	6.45
Dining room and cafeteria attendants and bartender helpers	6.00	6.00	6.15	6.55	11.68
Fast food and counter workers	7.00	7.25	7.75	8.00	10.10
Dishwashers	6.50	7.50	8.00	8.00	9.30
Hosts and hostesses, restaurant, lounge, and coffee shop	6.55	6.55	7.20	8.80	9.31
Building and grounds cleaning and maintenance occupations					
Building cleaning workers	9.00	10.00	11.77	13.27	16.55
Janitors and cleaners, except maids and housekeeping cleaners	9.00	10.00	11.77	13.27	13.44
Maids and housekeeping cleaners	9.40	10.35	12.27	13.27	14.00
Housekeeping cleaners	8.77	9.60	11.25	11.91	13.35
Personal care and service occupations					
Miscellaneous entertainment attendants and related workers	6.00	8.42	9.50	11.50	14.14
Amusement and recreation attendants	7.27	8.29	8.29	9.00	9.59
Recreation and fitness workers	7.27	7.27	8.63	9.16	9.59
Recreation and fitness workers	4.38	6.25	9.25	12.75	16.30
Sales and related occupations					
First-line supervisors/managers, sales workers	7.75	9.35	14.35	23.56	38.67
First-line supervisors/managers of retail sales workers	10.60	13.50	16.35	21.48	28.41
Retail sales workers	10.60	13.50	15.59	19.28	25.21
Cashiers, all workers	7.45	8.00	9.50	12.00	14.52
Cashiers	7.50	7.63	9.00	11.00	12.80
Retail salespersons	7.50	7.63	9.00	11.00	12.80
Securities, commodities, and financial services sales agents	7.17	8.25	9.51	12.03	14.72
Sales representatives, wholesale and manufacturing	15.71	24.76	46.11	124.08	220.82
Sales representatives, wholesale and manufacturing, except technical and scientific products	19.98	22.95	31.16	33.03	45.00
Office and administrative support occupations	19.42	22.72	31.16	32.74	35.54
Office and administrative support occupations	10.28	12.72	15.53	18.90	22.50
First-line supervisors/managers of office and administrative support workers	15.22	16.35	22.69	24.17	29.12
Financial clerks	11.11	13.47	16.47	20.92	27.18
Bookkeeping, accounting, and auditing clerks	12.00	14.00	15.90	20.67	27.18
Customer service representatives	12.00	13.40	16.83	21.14	23.13
Order clerks	11.53	13.46	14.69	17.50	21.93
Receptionists and information clerks	11.00	11.90	15.09	16.75	18.80
Dispatchers	16.54	21.39	22.03	22.03	30.06
Dispatchers, except police, fire, and ambulance	16.54	21.39	22.03	22.03	30.06
Shipping, receiving, and traffic clerks	7.98	7.98	14.11	15.18	17.80
Stock clerks and order fillers	8.65	12.26	14.12	16.55	18.77
Secretaries and administrative assistants	14.36	15.78	19.23	21.64	24.08
Executive secretaries and administrative assistants	14.36	17.74	20.48	22.69	25.47
Secretaries, except legal, medical, and executive	13.65	15.39	16.97	18.75	21.13
Office clerks, general	9.69	11.00	13.00	16.75	20.30
Construction and extraction occupations					
Construction and extraction occupations	14.45	19.23	28.32	30.35	32.89
Installation, maintenance, and repair occupations					
Installation, maintenance, and repair occupations	18.22	18.44	22.48	26.87	26.92
Bus and truck mechanics and diesel engine specialists	17.75	19.58	21.31	24.55	24.55
Industrial machinery installation, repair, and maintenance workers	16.37	19.75	22.77	23.27	26.94
Industrial machinery mechanics	20.39	22.48	22.77	23.27	24.76
Production occupations					
Production occupations	9.86	11.59	16.00	19.76	25.80
First-line supervisors/managers of production and operating workers	17.33	19.22	25.72	28.37	33.74
Miscellaneous assemblers and fabricators	10.15	10.32	12.72	16.79	28.35
Computer control programmers and operators	18.35	18.80	22.25	27.44	31.00

See footnotes at end of table.

Table 7. Private industry workers: Hourly wage percentiles¹, Minneapolis-St. Paul-St. Cloud, MN-WI CSA, July 2007 — Continued

Occupation ²	10	25	Median 50	75	90
Production occupations —Continued					
Machine tool cutting setters, operators, and tenders, metal and plastic	\$12.00	\$13.75	\$16.00	\$19.20	\$21.00
Cutting, punching, and press machine setters, operators, and tenders, metal and plastic	11.45	13.44	15.76	18.80	19.76
Printers	13.60	14.40	17.54	18.76	25.28
Inspectors, testers, sorters, samplers, and weighers	10.00	16.55	20.36	23.00	27.00
Painting workers	15.53	16.20	16.99	28.29	28.70
Coating, painting, and spraying machine setters, operators, and tenders	15.53	16.20	16.99	28.29	28.70
Miscellaneous production workers	8.50	9.46	10.78	14.30	15.08
Helpers--production workers	8.00	9.69	14.50	15.20	16.77
Transportation and material moving occupations					
Bus drivers	8.10	11.00	15.00	18.10	22.50
Bus drivers, school	12.23	12.23	12.82	15.22	15.39
Bus drivers, school	12.23	12.23	12.82	15.22	15.39
Driver/sales workers and truck drivers	13.00	15.00	17.72	19.55	26.06
Truck drivers, heavy and tractor-trailer	13.50	16.25	17.75	19.55	22.50
Truck drivers, light or delivery services	9.74	10.35	15.00	26.54	28.17
Industrial truck and tractor operators	12.76	12.78	15.55	16.91	18.60
Laborers and material movers, hand	7.57	8.10	10.00	13.28	15.37
Laborers and freight, stock, and material movers, hand	7.57	10.00	13.10	15.06	18.77
Packers and packagers, hand	7.75	8.10	9.50	10.87	12.80

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, Minneapolis-St. Paul-St. Cloud, MN-WI CSA, July 2007

Occupation ²	10	25	Median 50	75	90
All workers	\$14.97	\$19.50	\$25.68	\$35.71	\$45.33
Management occupations	31.83	39.40	42.73	53.46	58.27
Education administrators	24.81	40.40	50.05	56.84	59.70
Education administrators, elementary and secondary school	39.10	47.44	51.76	57.96	59.70
Business and financial operations occupations	20.15	22.27	26.76	31.15	34.55
Computer and mathematical science occupations	19.81	27.43	33.29	34.95	40.53
Architecture and engineering occupations	18.09	20.83	25.20	34.34	43.90
Life, physical, and social science occupations	23.93	28.30	28.86	33.14	33.70
Community and social services occupations	18.71	20.04	22.92	26.60	35.83
Education, training, and library occupations	24.30	30.17	39.88	45.08	62.15
Postsecondary teachers	38.93	42.25	44.40	83.92	168.38
Primary, secondary, and special education school teachers	25.53	30.17	37.22	43.16	48.22
Preschool and kindergarten teachers	25.61	31.91	38.75	41.74	47.89
Kindergarten teachers, except special education	25.61	31.91	38.75	41.74	47.89
Elementary and middle school teachers	25.18	30.17	37.70	43.30	47.74
Elementary school teachers, except special education	25.18	29.66	37.47	42.85	47.00
Middle school teachers, except special and vocational education	25.86	31.60	37.95	44.61	50.29
Secondary school teachers	26.05	31.16	36.22	43.66	48.85
Secondary school teachers, except special and vocational education	26.05	31.16	36.22	43.66	48.85
Teacher assistants	10.91	12.02	13.75	15.92	17.62
Healthcare practitioner and technical occupations	16.97	21.63	33.69	37.64	45.32
Registered nurses	27.02	30.25	36.38	37.46	43.94
Healthcare support occupations	13.10	14.91	15.70	23.35	23.35
Protective service occupations	17.80	21.72	26.67	31.82	34.01
Police officers	20.74	24.16	28.93	30.82	32.29
Police and sheriff's patrol officers	20.74	24.16	28.93	30.82	32.29
Food preparation and serving related occupations	6.88	10.48	11.85	13.01	13.57
Fast food and counter workers	6.88	10.19	11.02	13.08	13.57
Building and grounds cleaning and maintenance occupations	12.82	14.97	18.31	20.69	25.68
Building cleaning workers	12.82	14.69	18.14	19.52	20.69
Janitors and cleaners, except maids and housekeeping cleaners	12.82	14.77	18.31	19.52	20.69
Personal care and service occupations	6.16	10.97	11.95	12.50	14.42
Office and administrative support occupations	13.88	15.76	18.28	20.89	22.26
Financial clerks	15.42	17.37	18.09	20.78	22.01
Bookkeeping, accounting, and auditing clerks	14.91	16.69	18.09	20.78	22.01
Secretaries and administrative assistants	14.21	14.67	21.89	25.08	26.70
Office clerks, general	13.38	14.77	18.18	20.01	20.89
Installation, maintenance, and repair occupations	19.22	21.43	23.48	28.27	31.63
Transportation and material moving occupations	14.87	19.28	21.14	22.69	26.10

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, Minneapolis-St. Paul-St. Cloud, MN-WI CSA, July 2007

Occupation ³	Full-time workers				
	10	25	Median 50	75	90
All workers	\$11.52	\$15.13	\$20.82	\$30.19	\$42.25
Management occupations	21.88	28.85	39.75	48.33	58.27
General and operations managers	19.59	31.73	42.27	47.06	54.47
Marketing and sales managers	29.88	34.64	39.51	49.50	56.74
Marketing managers	29.12	34.64	38.46	43.33	48.08
Computer and information systems managers	43.27	45.19	48.81	58.09	58.15
Financial managers	21.88	23.52	26.96	53.81	80.07
Education administrators	21.98	26.44	42.54	53.20	58.31
Education administrators, elementary and secondary school	28.95	39.10	50.05	54.79	59.70
Engineering managers	30.76	38.67	39.54	44.71	68.64
Medical and health services managers	21.98	31.78	39.40	62.87	62.87
Business and financial operations occupations	18.57	21.54	27.57	39.76	80.95
Buyers and purchasing agents	16.76	21.40	22.90	26.92	30.59
Purchasing agents, except wholesale, retail, and farm products	16.09	17.52	22.07	30.59	32.86
Claims adjusters, appraisers, examiners, and investigators	15.12	15.70	18.47	25.45	27.84
Claims adjusters, examiners, and investigators	15.12	15.70	17.56	24.41	27.84
Human resources, training, and labor relations specialists	16.50	20.23	23.87	27.50	34.55
Management analysts	23.02	29.33	34.38	37.41	42.67
Accountants and auditors	19.63	20.50	26.82	29.14	36.22
Financial analysts and advisors	19.81	21.25	24.61	34.03	39.14
Computer and mathematical science occupations	25.06	29.94	34.73	42.66	48.49
Computer software engineers	28.97	33.81	39.30	52.88	54.16
Computer software engineers, applications	27.40	31.73	46.82	54.16	54.16
Computer software engineers, systems software	33.10	38.97	39.30	48.25	53.99
Computer support specialists	18.46	25.19	29.37	33.04	33.35
Computer systems analysts	29.94	34.21	38.65	44.06	45.43
Network and computer systems administrators	21.98	25.05	31.85	32.58	41.06
Network systems and data communications analysts	23.69	27.03	31.83	36.44	36.44
Architecture and engineering occupations	21.03	24.50	29.01	37.65	49.45
Engineers	23.56	30.52	36.53	42.09	54.03
Mechanical engineers	26.47	28.27	34.52	48.78	51.63
Engineering technicians, except drafters	18.08	22.51	25.75	27.57	32.32
Electrical and electronic engineering technicians	18.08	22.26	25.75	27.57	27.57
Life, physical, and social science occupations	25.62	26.50	29.05	35.92	44.83
Physical scientists	26.50	28.02	28.02	35.92	48.65
Market and survey researchers	25.62	25.62	32.31	44.83	44.83
Market research analysts	25.62	25.62	32.31	44.83	44.83
Community and social services occupations	15.50	17.24	18.71	25.01	26.60
Counselors	19.23	20.37	21.87	25.64	26.60
Social workers	15.08	17.09	24.25	25.91	31.74
Child, family, and school social workers	17.64	22.34	24.25	31.74	36.87
Legal occupations	26.44	29.85	37.06	48.82	58.52
Lawyers	34.78	36.33	38.05	53.85	57.85
Education, training, and library occupations	17.81	26.29	36.60	43.91	51.72
Postsecondary teachers	28.53	41.67	43.91	74.86	168.38
Primary, secondary, and special education school teachers	21.77	26.20	33.55	41.64	47.13
Preschool and kindergarten teachers	13.00	19.42	26.72	39.74	46.03
Kindergarten teachers, except special education	25.61	31.91	38.75	41.74	47.89
Elementary and middle school teachers	23.50	26.54	33.23	41.76	46.79
Elementary school teachers, except special education	23.41	26.54	33.22	40.71	45.59
Middle school teachers, except special and vocational education	24.30	27.08	35.89	43.61	49.57
Secondary school teachers	26.05	31.16	36.22	43.66	48.85

See footnotes at end of table.

Table 9. Full-time¹ civilian workers: Hourly wage percentiles², Minneapolis-St. Paul-St. Cloud, MN-WI CSA, July 2007 — Continued

Occupation ³	Full-time workers				
	10	25	Median 50	75	90
Education, training, and library occupations —Continued					
Secondary school teachers, except special and vocational education	\$26.05	\$31.16	\$36.22	\$43.66	\$48.85
Teacher assistants	12.31	13.26	14.28	15.55	17.44
Arts, design, entertainment, sports, and media occupations					
Designers	18.34	18.34	19.24	26.41	33.65
Graphic designers	18.34	18.34	19.24	22.44	29.96
Healthcare practitioner and technical occupations					
Registered nurses	25.00	28.70	35.22	40.01	41.77
Therapists	25.76	30.12	31.97	31.97	43.10
Licensed practical and licensed vocational nurses	16.57	18.24	20.05	20.57	21.87
Healthcare support occupations					
Nursing, psychiatric, and home health aides	10.00	11.00	12.13	14.22	17.19
Nursing aides, orderlies, and attendants	12.00	12.13	13.05	15.86	17.35
Miscellaneous healthcare support occupations	12.61	15.97	17.63	20.20	20.20
Protective service occupations					
Police officers	21.49	24.37	28.93	30.96	32.29
Police and sheriff's patrol officers	21.49	24.37	28.93	30.96	32.29
Food preparation and serving related occupations					
Cooks	6.55	6.55	6.80	13.90	15.26
Cooks, restaurant	6.55	6.55	6.80	11.50	15.00
Food service, tipped	6.15	6.15	9.00	10.31	10.61
Building and grounds cleaning and maintenance occupations					
Building cleaning workers	9.55	11.35	13.05	13.74	18.35
Janitors and cleaners, except maids and housekeeping cleaners	11.27	12.27	13.27	15.09	19.00
Maids and housekeeping cleaners	9.15	10.22	11.25	11.91	13.33
Personal care and service occupations					
8.50	9.50	10.50	12.50	14.14	
Sales and related occupations					
First-line supervisors/managers, sales workers	10.60	13.50	16.35	21.48	28.41
First-line supervisors/managers of retail sales workers	10.60	13.50	15.59	19.28	25.21
Retail sales workers	8.73	9.51	11.00	13.65	19.55
Cashiers, all workers	7.50	9.00	10.48	11.00	13.45
Cashiers	7.50	9.00	10.48	11.00	13.45
Retail salespersons	9.00	9.51	11.19	14.72	22.24
Securities, commodities, and financial services sales agents	15.71	24.76	46.11	124.08	220.82
Sales representatives, wholesale and manufacturing	19.98	22.95	31.16	33.03	45.00
Sales representatives, wholesale and manufacturing, except technical and scientific products	19.42	22.72	31.16	32.74	35.54
Office and administrative support occupations					
First-line supervisors/managers of office and administrative support workers	15.22	17.48	22.22	24.17	28.86
Financial clerks	12.00	14.09	17.65	20.80	27.18
Bookkeeping, accounting, and auditing clerks	13.00	14.09	17.02	20.78	27.18
Customer service representatives	12.72	15.06	17.44	21.14	23.13
Order clerks	13.00	13.91	14.69	17.51	22.06
Receptionists and information clerks	11.00	12.00	15.09	16.93	18.80
Dispatchers	16.54	22.03	22.03	23.39	26.38
Dispatchers, except police, fire, and ambulance	16.54	21.39	22.03	22.03	30.06
Shipping, receiving, and traffic clerks	7.98	7.98	14.11	15.18	17.80
Stock clerks and order fillers	12.26	13.86	16.55	17.68	18.77
Secretaries and administrative assistants	14.36	15.78	19.56	22.15	25.24
Executive secretaries and administrative assistants	15.66	18.72	20.91	24.08	25.56
Secretaries, except legal, medical, and executive	14.21	15.31	16.29	19.10	21.13
Office clerks, general	10.14	12.10	15.22	19.16	20.30

See footnotes at end of table.

Table 9. Full-time¹ civilian workers: Hourly wage percentiles², Minneapolis-St. Paul-St. Cloud, MN-WI CSA, July 2007 — Continued

Occupation ³	Full-time workers				
	10	25	Median 50	75	90
Construction and extraction occupations	\$14.45	\$19.89	\$28.32	\$30.19	\$32.89
Installation, maintenance, and repair occupations	18.40	19.22	22.58	26.87	27.58
Bus and truck mechanics and diesel engine specialists ...	17.75	19.58	22.16	24.55	24.55
Industrial machinery installation, repair, and maintenance workers	16.37	20.39	22.58	23.27	26.94
Industrial machinery mechanics	20.39	22.56	22.77	24.31	27.58
Maintenance and repair workers, general	16.50	18.41	21.93	21.93	23.27
Production occupations	10.50	12.72	16.77	20.36	26.69
First-line supervisors/managers of production and operating workers	17.33	19.22	25.72	28.37	33.74
Miscellaneous assemblers and fabricators	10.15	11.26	12.90	17.33	28.35
Computer control programmers and operators	18.35	18.80	22.25	27.44	31.00
Machine tool cutting setters, operators, and tenders, metal and plastic	12.00	13.75	16.00	19.20	21.00
Cutting, punching, and press machine setters, operators, and tenders, metal and plastic	11.45	13.44	15.76	18.80	19.76
Printers	13.60	14.40	17.54	18.76	25.28
Inspectors, testers, sorters, samplers, and weighers	10.00	16.55	20.36	23.00	27.00
Painting workers	15.53	16.20	16.99	28.29	28.70
Coating, painting, and spraying machine setters, operators, and tenders	15.53	16.20	16.99	28.29	28.70
Miscellaneous production workers	9.00	9.95	12.00	14.50	15.20
Transportation and material moving occupations	10.85	13.28	16.33	19.39	27.17
Driver/sales workers and truck drivers	13.00	15.00	17.75	19.59	23.95
Truck drivers, heavy and tractor-trailer	13.50	16.25	17.75	19.55	22.50
Truck drivers, light or delivery services	9.74	15.00	15.00	19.72	28.17
Industrial truck and tractor operators	12.76	12.78	15.55	16.91	18.60
Laborers and material movers, hand	8.10	10.00	13.28	15.37	19.43
Laborers and freight, stock, and material movers, hand	11.35	13.28	15.00	15.37	19.43

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, Minneapolis-St. Paul-St. Cloud, MN-WI CSA, July 2007

Occupation ³	Part-time workers				
	10	25	Median 50	75	90
All workers	\$6.41	\$7.88	\$10.00	\$13.00	\$18.02
Education, training, and library occupations	10.30	11.44	13.35	16.79	25.75
Teacher assistants	10.30	10.82	12.61	13.86	16.48
Healthcare practitioner and technical occupations	18.10	22.00	29.62	34.03	38.00
Registered nurses	24.30	28.70	33.90	34.70	38.66
Licensed practical and licensed vocational nurses	17.00	18.10	19.50	20.79	22.58
Healthcare support occupations	9.74	10.75	13.43	15.46	17.55
Nursing, psychiatric, and home health aides	10.00	10.72	12.75	14.33	15.24
Home health aides	9.50	10.00	10.50	12.25	12.91
Nursing aides, orderlies, and attendants	10.50	11.20	13.15	14.54	15.60
Food preparation and serving related occupations	6.15	6.15	7.20	8.50	11.00
Cooks	8.00	10.00	10.50	11.50	12.24
Food preparation workers	8.00	8.00	8.10	10.60	12.01
Food service, tipped	5.25	6.15	6.15	6.45	7.27
Bartenders	6.48	6.50	7.00	8.00	8.00
Waiters and waitresses	5.25	6.15	6.15	6.45	6.45
Fast food and counter workers	7.00	7.25	7.85	10.10	12.95
Combined food preparation and serving workers, including fast food	7.50	7.75	8.30	11.40	13.57
Dishwashers	6.25	7.50	7.50	8.00	8.00
Hosts and hostesses, restaurant, lounge, and coffee shop	6.55	6.55	6.80	7.96	8.80
Building and grounds cleaning and maintenance occupations	8.50	9.13	10.00	10.35	11.05
Building cleaning workers	8.50	9.75	10.00	10.35	11.05
Janitors and cleaners, except maids and housekeeping cleaners	9.00	9.75	10.00	10.35	11.05
Maids and housekeeping cleaners	8.50	8.50	9.65	11.00	13.44
Personal care and service occupations	6.00	6.50	8.50	10.22	12.87
Miscellaneous entertainment attendants and related workers	7.27	8.29	8.29	9.16	10.00
Amusement and recreation attendants	7.27	7.27	8.63	9.59	9.59
Recreation and fitness workers	4.38	4.75	8.25	9.25	11.00
Sales and related occupations	7.17	7.65	8.50	10.25	13.10
Retail sales workers	7.17	7.63	8.59	10.00	12.50
Cashiers, all workers	7.45	7.63	8.50	9.50	12.50
Cashiers	7.45	7.63	8.50	9.50	12.50
Retail salespersons	6.75	7.75	8.50	10.00	12.82
Office and administrative support occupations	9.00	10.28	10.28	13.50	17.31
Receptionists and information clerks	9.00	9.85	12.34	15.50	15.50
Stock clerks and order fillers	6.95	7.75	10.10	12.95	15.32
Secretaries and administrative assistants	10.62	13.00	17.56	17.74	18.33
Office clerks, general	9.75	9.75	10.48	15.05	16.61
Production occupations	8.00	8.50	9.00	10.32	10.32
Transportation and material moving occupations	7.10	8.05	10.00	12.80	15.22

See footnotes at end of table.

Table 10. **Part-time¹ civilian workers: Hourly wage percentiles², Minneapolis-St. Paul-St. Cloud, MN-WI CSA, July 2007** — Continued

Occupation ³	Part-time workers				
	10	25	Median 50	75	90
Transportation and material moving occupations					
—Continued					
Bus drivers	\$12.23	\$12.23	\$14.55	\$15.22	\$15.39
Laborers and material movers, hand	7.45	8.00	9.07	10.83	13.10
Laborers and freight, stock, and material movers, hand	6.95	7.57	9.19	12.95	14.57
Packers and packagers, hand	7.75	8.00	9.55	10.83	14.77

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 11. Full-time¹ civilian workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Minneapolis-St. Paul-St. Cloud, MN-WI CSA, July 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	\$25.38	\$20.82	\$1,013	\$830	39.9	\$51,571	\$42,453	2,032
Management occupations	40.60	39.75	1,641	1,596	40.4	84,454	82,730	2,080
General and operations managers	40.07	42.27	1,601	1,691	40.0	83,260	87,924	2,078
Marketing and sales managers	42.32	39.51	1,693	1,580	40.0	88,025	82,181	2,080
Marketing managers	38.57	38.46	1,543	1,538	40.0	80,225	79,997	2,080
Computer and information systems managers	49.96	48.81	1,999	1,952	40.0	103,924	101,525	2,080
Financial managers	40.18	26.96	1,607	1,078	40.0	83,580	56,073	2,080
Education administrators	40.52	42.54	1,610	1,656	39.7	77,069	79,000	1,902
Education administrators, elementary and secondary school	47.28	50.05	1,880	1,908	39.8	93,749	98,366	1,983
Engineering managers	44.75	39.54	1,815	1,582	40.6	94,373	82,249	2,109
Medical and health services managers	41.57	39.40	1,663	1,576	40.0	86,461	81,952	2,080
Business and financial operations occupations	36.89	27.57	1,473	1,100	39.9	76,579	57,200	2,076
Buyers and purchasing agents	23.33	22.90	933	916	40.0	48,504	47,628	2,079
Purchasing agents, except wholesale, retail, and farm products	23.36	22.07	934	883	40.0	48,549	45,906	2,079
Claims adjusters, appraisers, examiners, and investigators	20.48	18.47	816	751	39.8	42,407	39,062	2,071
Claims adjusters, examiners, and investigators	20.11	17.56	803	702	39.9	41,739	36,525	2,075
Human resources, training, and labor relations specialists	24.88	23.87	995	955	40.0	51,756	49,641	2,080
Management analysts	33.44	34.38	1,338	1,375	40.0	69,563	71,510	2,080
Accountants and auditors	26.08	26.82	1,039	1,034	39.9	54,053	53,767	2,072
Financial analysts and advisors	28.30	24.61	1,106	923	39.1	57,517	47,990	2,032
Computer and mathematical science occupations	36.10	34.73	1,443	1,396	40.0	74,843	72,476	2,073
Computer software engineers	42.14	39.30	1,686	1,572	40.0	87,661	81,740	2,080
Computer software engineers, applications	42.28	46.82	1,691	1,873	40.0	87,934	97,377	2,080
Computer software engineers, systems software	42.01	39.30	1,680	1,572	40.0	87,371	81,740	2,080
Computer support specialists	28.32	29.37	1,145	1,178	40.4	59,525	61,260	2,102
Computer systems analysts	39.04	38.65	1,555	1,540	39.8	80,860	80,080	2,071
Network and computer systems administrators	30.70	31.85	1,220	1,274	39.7	61,934	66,256	2,017
Network systems and data communications analysts	31.48	31.83	1,259	1,273	40.0	65,471	66,206	2,080
Architecture and engineering occupations	32.44	29.01	1,298	1,160	40.0	67,480	60,339	2,080
Engineers	38.05	36.53	1,522	1,461	40.0	79,136	75,982	2,080
Mechanical engineers	36.99	34.52	1,480	1,381	40.0	76,937	71,806	2,080
Engineering technicians, except drafters	25.12	25.75	1,005	1,030	40.0	52,240	53,560	2,080
Electrical and electronic engineering technicians	24.21	25.75	969	1,030	40.0	50,364	53,560	2,080
Life, physical, and social science occupations	32.74	29.05	1,318	1,233	40.3	67,609	64,119	2,065
Physical scientists	32.76	28.02	1,351	1,233	41.2	70,255	64,119	2,145
Market and survey researchers	34.18	32.31	1,367	1,292	40.0	71,064	67,209	2,079
Market research analysts	34.18	32.31	1,367	1,292	40.0	71,064	67,209	2,079
Community and social services occupations	20.97	18.71	835	748	39.8	41,676	36,687	1,988
Counselors	23.20	21.87	918	875	39.6	47,762	45,485	2,058
Social workers	23.17	24.25	923	970	39.8	42,505	42,529	1,834

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, Minneapolis-St. Paul-St. Cloud, MN-WI CSA, July 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
Community and social services occupations –Continued								
Child, family, and school social workers	\$26.59	\$24.25	\$1,051	\$970	39.5	\$40,626	\$38,125	1,528
Legal occupations	40.06	37.06	1,654	1,482	41.3	85,991	77,074	2,147
Lawyers	44.23	38.05	1,897	1,788	42.9	98,646	92,999	2,230
Education, training, and library occupations	41.87	36.60	1,622	1,383	38.7	63,849	51,829	1,525
Postsecondary teachers	67.66	43.91	2,667	1,756	39.4	117,688	69,085	1,739
Primary, secondary, and special education school teachers	34.05	33.55	1,315	1,329	38.6	49,144	49,863	1,443
Preschool and kindergarten teachers	28.75	26.72	1,125	1,049	39.1	44,039	41,891	1,532
Kindergarten teachers, except special education	37.57	38.75	1,448	1,457	38.5	50,103	50,347	1,333
Elementary and middle school teachers	34.47	33.23	1,331	1,329	38.6	48,704	47,551	1,413
Elementary school teachers, except special education	33.92	33.22	1,318	1,298	38.9	47,733	45,866	1,407
Middle school teachers, except special and vocational education	36.26	35.89	1,374	1,357	37.9	51,934	51,831	1,432
Secondary school teachers	37.04	36.22	1,417	1,377	38.3	53,072	51,437	1,433
Secondary school teachers, except special and vocational education	37.04	36.22	1,417	1,377	38.3	53,072	51,437	1,433
Teacher assistants	14.48	14.28	537	547	37.1	22,554	21,450	1,558
Arts, design, entertainment, sports, and media occupations	24.62	21.64	985	865	40.0	51,214	45,001	2,080
Designers	22.62	19.24	905	770	40.0	47,046	40,028	2,080
Graphic designers	20.73	19.24	829	770	40.0	43,117	40,028	2,080
Healthcare practitioner and technical occupations	29.29	28.46	1,165	1,138	39.8	58,888	58,406	2,010
Registered nurses	34.53	35.22	1,372	1,409	39.7	68,548	70,075	1,985
Therapists	32.50	31.97	1,286	1,279	39.6	59,034	62,641	1,817
Licensed practical and licensed vocational nurses	19.48	20.05	779	802	40.0	40,518	41,694	2,080
Healthcare support occupations	15.04	14.92	599	597	39.8	31,139	31,034	2,071
Nursing, psychiatric, and home health aides	12.81	12.13	513	485	40.0	26,650	25,222	2,081
Nursing aides, orderlies, and attendants	13.96	13.05	557	522	39.9	28,963	27,144	2,075
Miscellaneous healthcare support occupations	17.07	17.63	676	706	39.6	35,137	36,733	2,059
Protective service occupations	26.61	27.17	1,092	1,137	41.0	56,774	59,103	2,133
Police officers	27.82	28.93	1,113	1,157	40.0	57,860	60,174	2,080
Police and sheriff's patrol officers	27.82	28.93	1,113	1,157	40.0	57,860	60,174	2,080
Food preparation and serving related occupations	10.11	9.25	394	360	39.0	20,484	18,720	2,025
Cooks	9.62	6.80	384	272	39.9	19,977	14,144	2,077
Cooks, restaurant	8.65	6.80	346	272	40.0	17,994	14,144	2,080
Food service, tipped	8.33	9.00	323	360	38.7	16,789	18,720	2,015
Building and grounds cleaning and maintenance occupations	14.42	13.27	573	531	39.8	28,933	27,602	2,006
Building cleaning workers	13.20	13.05	524	522	39.7	27,085	27,040	2,052

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, Minneapolis-St. Paul-St. Cloud, MN-WI CSA, July 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
Building and grounds cleaning and maintenance occupations								
—Continued								
Janitors and cleaners, except maids and housekeeping cleaners	\$13.90	\$13.27	\$552	\$531	39.7	\$28,439	\$27,602	2,046
Maids and housekeeping cleaners	11.28	11.25	448	450	39.7	23,320	23,400	2,067
Personal care and service occupations								
	11.26	10.50	447	416	39.7	22,859	21,258	2,029
Sales and related occupations								
First-line supervisors/managers, sales workers	28.88	19.00	1,137	749	39.4	59,134	38,958	2,047
First-line supervisors/managers of retail sales workers	19.62	16.35	761	654	38.8	39,592	34,000	2,018
Retail sales workers	16.94	15.59	656	615	38.7	34,103	32,001	2,013
Cashiers, all workers	12.22	11.00	467	410	38.2	24,270	21,320	1,987
Cashiers	10.33	10.48	413	419	40.0	21,490	21,798	2,080
Retail salespersons	10.33	10.48	413	419	40.0	21,490	21,798	2,080
Securities, commodities, and financial services sales agents	12.55	11.19	466	385	37.2	24,254	20,021	1,932
Sales representatives, wholesale and manufacturing	88.93	46.11	3,557	1,844	40.0	184,981	95,909	2,080
Sales representatives, wholesale and manufacturing, except technical and scientific products	34.06	31.16	1,373	1,246	40.3	71,392	64,813	2,096
Office and administrative support occupations	29.30	31.16	1,172	1,246	40.0	60,944	64,813	2,080
First-line supervisors/managers of office and administrative support workers	17.20	16.55	686	662	39.9	35,395	34,320	2,058
Financial clerks	21.82	22.22	873	889	40.0	45,386	46,226	2,080
Bookkeeping, accounting, and auditing clerks	18.27	17.65	726	706	39.8	37,358	36,421	2,045
Customer service representatives	18.62	17.02	738	694	39.6	37,813	35,318	2,031
Order clerks	17.96	17.44	722	698	40.2	37,557	36,275	2,091
Receptionists and information clerks ..	16.18	14.69	647	588	40.0	33,647	30,561	2,080
Dispatchers	15.05	15.09	600	604	39.9	31,194	31,387	2,073
Dispatchers, except police, fire, and ambulance	22.68	22.03	907	881	40.0	42,647	36,123	1,880
Shipping, receiving, and traffic clerks ..	22.11	22.03	884	881	40.0	40,648	36,123	1,838
Stock clerks and order fillers	13.13	14.11	525	564	40.0	27,312	29,353	2,080
Secretaries and administrative assistants	16.07	16.55	643	662	40.0	33,434	34,424	2,080
Executive secretaries and administrative assistants	19.42	19.56	772	770	39.8	39,472	38,938	2,033
Secretaries, except legal, medical, and executive	20.86	20.91	830	837	39.8	43,181	43,501	2,070
Office clerks, general	17.33	16.29	687	659	39.7	34,012	33,645	1,963
	15.82	15.22	632	610	39.9	32,545	30,694	2,058
Construction and extraction occupations								
	25.87	28.32	1,059	1,153	40.9	53,068	54,267	2,051
Installation, maintenance, and repair occupations								
Bus and truck mechanics and diesel engine specialists	22.87	22.58	915	903	40.0	47,566	46,966	2,080
Industrial machinery installation, repair, and maintenance workers	21.99	22.16	880	886	40.0	45,734	46,093	2,080
Industrial machinery mechanics	22.08	22.58	883	903	40.0	45,918	46,966	2,080
Maintenance and repair workers, general	23.29	22.77	932	911	40.0	48,442	47,362	2,080
	20.13	21.93	805	877	40.0	41,872	45,614	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, Minneapolis-St. Paul-St. Cloud, MN-WI CSA, July 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
Production occupations	\$17.22	\$16.77	\$688	\$671	40.0	\$35,789	\$34,882	2,079
First-line supervisors/managers of production and operating workers	24.42	25.72	977	1,029	40.0	50,797	53,498	2,080
Miscellaneous assemblers and fabricators	15.63	12.90	625	516	40.0	32,507	26,832	2,080
Computer control programmers and operators	22.83	22.25	913	890	40.0	47,484	46,280	2,080
Machine tool cutting setters, operators, and tenders, metal and plastic	16.33	16.00	650	640	39.8	33,814	33,280	2,071
Cutting, punching, and press machine setters, operators, and tenders, metal and plastic	15.84	15.76	627	630	39.6	32,622	32,781	2,059
Printers	17.48	17.54	699	702	40.0	36,329	36,483	2,079
Inspectors, testers, sorters, samplers, and weighers	19.87	20.36	795	814	40.0	41,334	42,349	2,080
Painting workers	19.90	16.99	796	680	40.0	41,387	35,339	2,080
Coating, painting, and spraying machine setters, operators, and tenders	19.90	16.99	796	680	40.0	41,387	35,339	2,080
Miscellaneous production workers	12.26	12.00	491	480	40.0	25,508	24,960	2,080
Transportation and material moving occupations	19.85	16.33	794	653	40.0	41,202	33,966	2,076
Driver/sales workers and truck drivers	18.09	17.75	740	709	40.9	38,494	36,858	2,127
Truck drivers, heavy and tractor-trailer	18.32	17.75	754	710	41.2	39,200	36,920	2,140
Truck drivers, light or delivery services	17.25	15.00	690	600	40.0	35,874	31,200	2,080
Industrial truck and tractor operators ..	15.66	15.55	627	622	40.0	32,578	32,344	2,080
Laborers and material movers, hand ..	13.19	13.28	528	531	40.0	27,431	27,620	2,080
Laborers and freight, stock, and material movers, hand	14.73	15.00	589	600	40.0	30,643	31,200	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 12. Full-time¹ private industry workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Minneapolis-St. Paul-St. Cloud, MN-WI CSA, July 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	\$24.44	\$19.71	\$977	\$784	40.0	\$50,475	\$40,410	2,065
Management occupations	39.77	38.67	1,611	1,580	40.5	83,516	82,181	2,100
General and operations managers	40.07	42.27	1,601	1,691	40.0	83,260	87,924	2,078
Marketing and sales managers	42.32	39.51	1,693	1,580	40.0	88,025	82,181	2,080
Marketing managers	38.57	38.46	1,543	1,538	40.0	80,225	79,997	2,080
Computer and information systems managers	49.96	48.81	1,999	1,952	40.0	103,924	101,525	2,080
Financial managers	39.17	24.71	1,567	989	40.0	81,467	51,403	2,080
Engineering managers	44.75	39.54	1,815	1,582	40.6	94,373	82,249	2,109
Business and financial operations occupations	37.83	27.57	1,510	1,100	39.9	78,515	57,200	2,075
Buyers and purchasing agents	23.33	22.90	933	916	40.0	48,504	47,628	2,079
Purchasing agents, except wholesale, retail, and farm products	23.36	22.07	934	883	40.0	48,549	45,906	2,079
Human resources, training, and labor relations specialists	24.40	22.96	976	918	40.0	50,745	47,757	2,080
Management analysts	33.37	31.25	1,335	1,250	40.0	69,399	65,000	2,080
Accountants and auditors	26.48	26.92	1,055	1,034	39.8	54,851	53,767	2,071
Financial analysts and advisors	27.51	23.33	1,072	875	39.0	55,735	45,494	2,026
Computer and mathematical science occupations	36.62	36.12	1,465	1,457	40.0	76,156	75,785	2,080
Computer software engineers	42.48	39.30	1,699	1,572	40.0	88,356	81,740	2,080
Computer software engineers, applications	42.96	47.26	1,718	1,890	40.0	89,355	98,301	2,080
Computer software engineers, systems software	42.01	39.30	1,680	1,572	40.0	87,371	81,740	2,080
Computer support specialists	27.84	28.85	1,127	1,156	40.5	58,627	60,091	2,106
Computer systems analysts	39.66	39.90	1,579	1,589	39.8	82,103	82,632	2,070
Network and computer systems administrators	31.69	31.85	1,264	1,283	39.9	65,735	66,741	2,074
Architecture and engineering occupations	32.78	29.46	1,311	1,178	40.0	68,184	61,279	2,080
Engineers	38.22	36.69	1,529	1,467	40.0	79,503	76,305	2,080
Mechanical engineers	36.99	34.52	1,480	1,381	40.0	76,937	71,806	2,080
Engineering technicians, except drafters	25.62	25.87	1,025	1,035	40.0	53,281	53,810	2,080
Electrical and electronic engineering technicians	24.58	25.75	983	1,030	40.0	51,126	53,560	2,080
Life, physical, and social science occupations	33.98	32.31	1,374	1,292	40.4	71,444	67,209	2,103
Market and survey researchers	34.18	32.31	1,367	1,292	40.0	71,064	67,209	2,079
Market research analysts	34.18	32.31	1,367	1,292	40.0	71,064	67,209	2,079
Community and social services occupations	18.90	17.46	753	698	39.8	38,482	36,134	2,036
Social workers	21.16	22.46	846	898	40.0	42,235	36,687	1,996
Legal occupations	38.89	36.01	1,614	1,482	41.5	83,938	77,074	2,158
Lawyers	45.07	38.05	1,954	1,788	43.4	101,610	92,999	2,255
Education, training, and library occupations	22.81	21.34	907	856	39.7	39,470	37,164	1,730
Postsecondary teachers	33.66	32.18	1,308	1,269	38.9	63,161	60,636	1,877
Primary, secondary, and special education school teachers	22.24	22.39	890	896	40.0	36,209	37,862	1,628
Arts, design, entertainment, sports, and media occupations	24.61	21.14	984	845	40.0	51,180	43,963	2,080
Designers	22.62	19.24	905	770	40.0	47,046	40,028	2,080
Graphic designers	20.73	19.24	829	770	40.0	43,117	40,028	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, Minneapolis-St. Paul-St. Cloud, MN-WI CSA, July 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
Healthcare practitioner and technical occupations	\$28.69	\$27.60	\$1,144	\$1,113	39.9	\$59,502	\$57,886	2,074
Registered nurses	34.46	35.22	1,378	1,409	40.0	71,678	73,247	2,080
Licensed practical and licensed vocational nurses	19.54	20.18	781	807	40.0	40,635	41,974	2,080
Healthcare support occupations	14.80	14.52	589	587	39.8	30,648	30,534	2,071
Nursing, psychiatric, and home health aides	12.74	12.13	510	485	40.0	26,513	25,222	2,081
Nursing aides, orderlies, and attendants	13.89	13.05	554	522	39.9	28,813	27,144	2,075
Miscellaneous healthcare support occupations	17.07	17.63	676	706	39.6	35,137	36,733	2,059
Food preparation and serving related occupations	10.11	9.25	394	360	39.0	20,484	18,720	2,025
Cooks	9.62	6.80	384	272	39.9	19,977	14,144	2,077
Cooks, restaurant	8.65	6.80	346	272	40.0	17,994	14,144	2,080
Food service, tipped	8.33	9.00	323	360	38.7	16,789	18,720	2,015
Building and grounds cleaning and maintenance occupations	13.10	12.42	520	492	39.7	26,192	26,000	1,999
Building cleaning workers	12.27	12.27	487	491	39.7	25,302	25,522	2,063
Janitors and cleaners, except maids and housekeeping cleaners	12.74	13.27	505	531	39.6	26,257	27,602	2,061
Maids and housekeeping cleaners	11.29	11.25	449	450	39.7	23,341	23,400	2,067
Personal care and service occupations	11.20	10.00	448	400	40.0	23,286	20,800	2,080
Sales and related occupations	28.89	19.00	1,137	749	39.4	59,137	38,958	2,047
First-line supervisors/managers, sales workers	19.62	16.35	761	654	38.8	39,593	34,000	2,018
First-line supervisors/managers of retail sales workers	16.94	15.59	656	615	38.7	34,096	32,001	2,013
Retail sales workers	12.22	11.00	467	410	38.2	24,270	21,320	1,987
Cashiers, all workers	10.33	10.48	413	419	40.0	21,490	21,798	2,080
Cashiers	10.33	10.48	413	419	40.0	21,490	21,798	2,080
Retail salespersons	12.55	11.19	466	385	37.2	24,254	20,021	1,932
Securities, commodities, and financial services sales agents	88.93	46.11	3,557	1,844	40.0	184,981	95,909	2,080
Sales representatives, wholesale and manufacturing	34.06	31.16	1,373	1,246	40.3	71,392	64,813	2,096
Sales representatives, wholesale and manufacturing, except technical and scientific products	29.30	31.16	1,172	1,246	40.0	60,944	64,813	2,080
Office and administrative support occupations	16.99	16.48	678	654	39.9	35,137	34,008	2,068
First-line supervisors/managers of office and administrative support workers	21.73	22.79	869	912	40.0	45,195	47,399	2,080
Financial clerks	18.22	16.98	724	679	39.7	37,226	35,318	2,043
Bookkeeping, accounting, and auditing clerks	18.64	15.90	738	636	39.6	37,779	33,072	2,027
Customer service representatives	17.96	17.44	722	698	40.2	37,561	36,275	2,091
Order clerks	16.18	14.69	647	588	40.0	33,647	30,561	2,080
Receptionists and information clerks ..	15.02	15.09	601	604	40.0	31,235	31,387	2,080
Dispatchers	22.11	22.03	884	881	40.0	40,648	36,123	1,838
Dispatchers, except police, fire, and ambulance	22.11	22.03	884	881	40.0	40,648	36,123	1,838
Shipping, receiving, and traffic clerks ..	13.13	14.11	525	564	40.0	27,312	29,353	2,080
Stock clerks and order fillers	15.28	16.55	611	662	40.0	31,786	34,424	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, Minneapolis-St. Paul-St. Cloud, MN-WI CSA, July 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								
Secretaries and administrative assistants	\$19.17	\$19.51	\$764	\$759	39.9	\$39,752	\$39,458	2,073
Executive secretaries and administrative assistants	20.39	20.67	811	827	39.8	42,181	42,994	2,069
Secretaries, except legal, medical, and executive	17.37	16.97	695	679	40.0	36,131	35,300	2,080
Office clerks, general	14.76	13.19	590	528	40.0	30,696	27,435	2,080
Construction and extraction occupations	26.05	28.32	1,067	1,153	41.0	53,393	55,702	2,050
Installation, maintenance, and repair occupations	22.63	22.48	905	899	40.0	47,062	46,758	2,080
Bus and truck mechanics and diesel engine specialists	21.87	21.31	875	852	40.0	45,482	44,325	2,080
Industrial machinery installation, repair, and maintenance workers	21.83	22.77	873	911	40.0	45,413	47,362	2,080
Industrial machinery mechanics	22.98	22.77	919	911	40.0	47,802	47,362	2,080
Production occupations	17.13	16.77	685	671	40.0	35,601	34,882	2,079
First-line supervisors/managers of production and operating workers	24.42	25.72	977	1,029	40.0	50,797	53,498	2,080
Miscellaneous assemblers and fabricators	15.63	12.90	625	516	40.0	32,507	26,832	2,080
Computer control programmers and operators	22.83	22.25	913	890	40.0	47,484	46,280	2,080
Machine tool cutting setters, operators, and tenders, metal and plastic	16.33	16.00	650	640	39.8	33,814	33,280	2,071
Cutting, punching, and press machine setters, operators, and tenders, metal and plastic	15.84	15.76	627	630	39.6	32,622	32,781	2,059
Printers	17.48	17.54	699	702	40.0	36,329	36,483	2,079
Inspectors, testers, sorters, samplers, and weighers	19.87	20.36	795	814	40.0	41,334	42,349	2,080
Painting workers	19.90	16.99	796	680	40.0	41,387	35,339	2,080
Coating, painting, and spraying machine setters, operators, and tenders	19.90	16.99	796	680	40.0	41,387	35,339	2,080
Miscellaneous production workers	12.26	12.00	491	480	40.0	25,508	24,960	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, Minneapolis-St. Paul-St. Cloud, MN-WI CSA, July 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	\$19.73	\$16.00	\$789	\$640	40.0	\$40,964	\$33,280	2,076
Driver/sales workers and truck drivers	18.06	17.72	739	708	40.9	38,435	36,797	2,129
Truck drivers, heavy and tractor-trailer	18.32	17.75	754	710	41.2	39,200	36,920	2,140
Truck drivers, light or delivery services	16.92	15.00	677	600	40.0	35,189	31,200	2,080
Industrial truck and tractor operators ..	15.66	15.55	627	622	40.0	32,578	32,344	2,080
Laborers and material movers, hand ..	13.19	13.28	528	531	40.0	27,431	27,620	2,080
Laborers and freight, stock, and material movers, hand	14.73	15.00	589	600	40.0	30,643	31,200	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 13. Full-time¹ State and local government workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Minneapolis-St. Paul-St. Cloud, MN-WI CSA, July 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	\$31.26	\$26.65	\$1,238	\$1,067	39.6	\$57,677	\$50,215	1,845
Management occupations	45.98	46.22	1,831	1,849	39.8	90,110	87,672	1,960
Education administrators	47.71	50.05	1,894	1,908	39.7	89,780	98,291	1,882
Education administrators, elementary and secondary school	50.99	51.76	2,026	2,048	39.7	100,162	99,224	1,964
Business and financial operations occupations	26.91	26.76	1,077	1,070	40.0	55,982	55,661	2,080
Computer and mathematical science occupations	31.28	33.29	1,246	1,331	39.8	62,924	68,328	2,012
Architecture and engineering occupations	28.17	25.20	1,127	1,008	40.0	58,593	52,416	2,080
Life, physical, and social science occupations	30.65	28.86	1,226	1,154	40.0	61,464	60,025	2,005
Community and social services occupations	24.85	22.92	991	917	39.9	47,285	45,219	1,903
Education, training, and library occupations	47.27	40.41	1,818	1,544	38.5	69,740	55,590	1,475
Postsecondary teachers	74.12	44.40	2,929	1,763	39.5	127,162	87,880	1,716
Primary, secondary, and special education school teachers	36.95	37.33	1,415	1,418	38.3	51,884	51,831	1,404
Preschool and kindergarten teachers	37.57	38.75	1,448	1,457	38.5	50,103	50,347	1,333
Kindergarten teachers, except special education	37.57	38.75	1,448	1,457	38.5	50,103	50,347	1,333
Elementary and middle school teachers	36.92	37.70	1,412	1,426	38.2	51,506	51,831	1,395
Elementary school teachers, except special education	36.52	37.47	1,405	1,427	38.5	50,632	51,745	1,387
Middle school teachers, except special and vocational education	38.07	37.95	1,431	1,414	37.6	54,044	53,000	1,419
Secondary school teachers	37.04	36.22	1,417	1,377	38.3	53,072	51,437	1,433
Secondary school teachers, except special and vocational education	37.04	36.22	1,417	1,377	38.3	53,072	51,437	1,433
Healthcare practitioner and technical occupations	32.92	33.76	1,286	1,348	39.1	55,862	58,499	1,697
Registered nurses	34.72	34.13	1,354	1,348	39.0	61,046	62,920	1,758
Protective service occupations	26.92	27.88	1,109	1,137	41.2	57,664	59,103	2,142
Police officers	27.82	28.93	1,113	1,157	40.0	57,860	60,174	2,080
Police and sheriff's patrol officers	27.82	28.93	1,113	1,157	40.0	57,860	60,174	2,080
Building and grounds cleaning and maintenance occupations	18.43	18.31	737	732	40.0	37,423	38,085	2,030
Building cleaning workers	17.16	18.31	687	732	40.0	34,436	36,234	2,006
Janitors and cleaners, except maids and housekeeping cleaners	17.32	18.31	693	732	40.0	34,720	38,085	2,005
Office and administrative support occupations	18.63	18.79	738	747	39.6	37,043	37,294	1,989
Financial clerks	18.49	18.09	740	724	40.0	38,010	36,774	2,056
Bookkeeping, accounting, and auditing clerks	18.53	18.09	741	724	40.0	37,966	37,294	2,049
Secretaries and administrative assistants	20.90	22.79	819	876	39.2	37,989	34,911	1,818

See footnotes at end of table.

Table 13. Full-time¹ State and local government workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Minneapolis-St. Paul-St. Cloud, MN-WI CSA, July 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	\$17.71	\$18.28	\$705	\$731	39.8	\$35,751	\$37,814	2,019
Installation, maintenance, and repair occupations	24.72	23.48	989	939	40.0	51,425	48,838	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, Minneapolis-St. Paul-St. Cloud, MN-WI CSA, July 2007**

Occupational group ²	Total	1-99 workers	100-499 workers	500 workers or more
All workers	\$22.02	\$21.34	\$19.90	\$25.92
Management, professional, and related	33.94	35.17	30.43	34.90
Management, business, and financial	38.62	42.41	33.67	37.61
Professional and related	31.13	30.48	28.22	33.54
Service	10.70	9.85	11.10	13.13
Sales and office	18.68	19.60	17.16	18.27
Sales and related	23.02	23.96	18.65	31.34
Office and administrative support	16.22	16.13	16.35	16.24
Natural resources, construction, and maintenance	24.60	23.93	25.77	25.79
Construction and extraction	26.04	25.13	—	—
Installation, maintenance, and repair	22.63	21.16	—	25.49
Production, transportation, and material moving	16.88	15.98	15.50	20.95
Production	16.65	17.22	15.53	17.67
Transportation and material moving	17.15	14.59	15.47	24.33
	Relative error ³ (percent)			
All workers	3.6	7.1	3.3	3.3
Management, professional, and related	5.8	13.4	4.8	2.0
Management, business, and financial	11.9	23.7	8.2	5.7
Professional and related	3.3	7.4	9.3	2.3
Service	5.0	7.6	2.9	7.1
Sales and office	4.9	7.3	5.5	6.8
Sales and related	9.4	11.3	16.2	16.8
Office and administrative support	2.1	4.3	3.5	3.2
Natural resources, construction, and maintenance	4.6	5.4	6.0	3.2
Construction and extraction	10.2	10.1	—	—
Installation, maintenance, and repair	3.4	3.2	—	3.4
Production, transportation, and material moving	5.9	4.7	2.5	17.7
Production	4.1	8.4	1.2	6.6
Transportation and material moving	11.5	5.4	5.3	32.4

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, Minneapolis-St. Paul-St. Cloud, MN-WI CSA, July 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	\$24.18	\$19.42	\$967	\$770	40.0	\$49,745	\$39,917	2,058
Management occupations	32.70	31.73	1,316	1,269	40.2	68,428	66,000	2,093
General and operations managers	39.67	42.27	1,584	1,691	39.9	82,392	87,924	2,077
Business and financial operations occupations ...	48.64	32.73	1,948	1,309	40.0	101,287	68,085	2,082
Computer and mathematical science occupations	37.58	39.30	1,503	1,572	40.0	78,157	81,740	2,080
Computer software engineers	43.04	39.30	1,721	1,572	40.0	89,515	81,740	2,080
Architecture and engineering occupations	25.46	26.70	1,019	1,068	40.0	52,964	55,540	2,080
Legal occupations	39.66	37.06	1,658	1,482	41.8	86,208	77,074	2,174
Lawyers	45.52	38.05	1,998	1,788	43.9	103,902	92,999	2,283
Education, training, and library occupations	24.40	24.45	975	978	40.0	37,066	38,287	1,519
Healthcare practitioner and technical occupations	27.91	28.85	1,104	1,152	39.6	57,414	59,904	2,057
Healthcare support occupations	16.41	17.32	648	720	39.5	33,701	37,440	2,054
Food preparation and serving related occupations	8.83	9.00	342	310	38.8	17,807	16,143	2,017
Food service, tipped	8.10	9.00	311	360	38.4	16,176	18,720	1,997
Building and grounds cleaning and maintenance occupations	13.46	13.27	538	531	40.0	26,437	27,602	1,964
Building cleaning workers	11.91	13.27	476	531	40.0	24,770	27,602	2,080
Sales and related occupations	29.46	19.00	1,154	744	39.2	59,995	38,700	2,037
Retail sales workers	12.12	10.51	458	385	37.8	23,806	20,021	1,964
Retail salespersons	12.59	10.00	455	370	36.1	23,648	19,240	1,879
Office and administrative support occupations	17.50	16.55	699	662	40.0	36,217	34,424	2,070
Financial clerks	20.07	20.41	792	816	39.5	40,413	42,453	2,013
Bookkeeping, accounting, and auditing clerks ...	21.86	20.67	856	827	39.1	43,185	43,000	1,975
Customer service representatives	18.44	19.71	750	788	40.7	38,995	41,001	2,115
Receptionists and information clerks	15.36	15.09	614	604	40.0	31,949	31,387	2,080
Shipping, receiving, and traffic clerks	15.63	14.50	625	580	40.0	32,507	30,160	2,080
Secretaries and administrative assistants	17.49	14.42	700	577	40.0	36,377	30,000	2,080
Office clerks, general	15.96	13.00	638	520	40.0	33,188	27,040	2,080
Construction and extraction occupations	25.14	28.32	1,038	1,153	41.3	51,303	52,392	2,041
Installation, maintenance, and repair occupations	21.16	21.50	846	860	40.0	44,018	44,720	2,080
Industrial machinery installation, repair, and maintenance workers	21.18	22.58	847	903	40.0	44,053	46,966	2,080
Production occupations	17.22	17.45	689	698	40.0	35,817	36,296	2,080
Computer control programmers and operators	22.83	22.25	913	890	40.0	47,484	46,280	2,080
Machine tool cutting setters, operators, and tenders, metal and plastic	17.06	16.50	682	660	40.0	35,480	34,320	2,080
Miscellaneous production workers	13.00	13.00	520	520	40.0	27,044	27,040	2,080

See footnotes at end of table.

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, Minneapolis-St. Paul-St. Cloud, MN-WI CSA, July 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	\$15.43	\$15.00	\$617	\$600	40.0	\$32,089	\$31,200	2,079
Driver/sales workers and truck drivers	15.99	16.25	640	650	40.0	33,256	33,800	2,080
Truck drivers, heavy and tractor-trailer	16.68	17.00	667	680	40.0	34,687	35,360	2,080
Laborers and material movers, hand	14.50	14.56	580	582	40.0	30,164	30,285	2,080
Laborers and freight, stock, and material movers, hand	14.31	15.00	572	600	40.0	29,759	31,200	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, Minneapolis-St. Paul-St. Cloud, MN-WI CSA, July 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	\$24.68	\$20.17	\$986	\$806	40.0	\$51,162	\$41,371	2,073
Management occupations	44.01	39.90	1,789	1,666	40.7	92,632	85,883	2,105
Marketing and sales managers	41.09	38.46	1,644	1,538	40.0	85,465	79,997	2,080
Marketing managers	38.57	38.46	1,543	1,538	40.0	80,225	79,997	2,080
Computer and information systems managers	49.96	48.81	1,999	1,952	40.0	103,924	101,525	2,080
Financial managers	48.05	48.65	1,922	1,946	40.0	99,949	101,200	2,080
Business and financial operations occupations	28.93	26.92	1,151	1,058	39.8	59,875	54,995	2,069
Buyers and purchasing agents	23.49	22.07	939	883	40.0	48,833	45,906	2,079
Purchasing agents, except wholesale, retail, and farm products	23.86	22.07	954	883	40.0	49,589	45,906	2,078
Human resources, training, and labor relations specialists	29.97	25.85	1,199	1,034	40.0	62,337	53,768	2,080
Management analysts	33.37	31.25	1,335	1,250	40.0	69,399	65,000	2,080
Accountants and auditors	25.92	24.49	1,031	980	39.8	53,603	50,943	2,068
Financial analysts and advisors	26.85	24.04	1,044	923	38.9	54,287	47,990	2,022
Computer and mathematical science occupations	35.88	34.96	1,435	1,426	40.0	74,607	74,152	2,079
Computer software engineers	41.87	38.41	1,675	1,537	40.0	87,082	79,899	2,080
Computer software engineers, systems software	37.23	33.66	1,489	1,346	40.0	77,439	70,009	2,080
Computer support specialists	25.88	26.06	1,053	1,039	40.7	54,743	54,051	2,115
Computer systems analysts	38.24	37.48	1,520	1,497	39.7	79,034	77,863	2,067
Architecture and engineering occupations	34.89	34.52	1,396	1,381	40.0	72,574	71,806	2,080
Engineers	40.93	39.85	1,637	1,594	40.0	85,128	82,888	2,080
Mechanical engineers	36.99	34.52	1,480	1,381	40.0	76,937	71,806	2,080
Engineering technicians, except drafters	25.13	24.82	1,005	993	40.0	52,261	51,626	2,080
Life, physical, and social science occupations	37.94	35.92	1,544	1,661	40.7	80,307	86,356	2,117
Community and social services occupations	22.79	24.25	901	970	39.5	44,542	46,721	1,954
Legal occupations	34.84	27.82	1,394	1,113	40.0	72,462	57,866	2,080
Education, training, and library occupations	21.56	16.73	853	669	39.6	41,906	30,909	1,944
Postsecondary teachers	35.83	34.39	1,385	1,295	38.7	66,091	64,116	1,844
Arts, design, entertainment, sports, and media occupations	26.85	23.32	1,074	933	40.0	55,855	48,497	2,080
Designers	24.37	22.44	975	898	40.0	50,697	46,671	2,080
Healthcare practitioner and technical occupations	28.96	27.27	1,159	1,091	40.0	60,247	56,722	2,080
Registered nurses	34.46	35.22	1,378	1,409	40.0	71,678	73,247	2,080
Licensed practical and licensed vocational nurses	19.75	20.18	790	807	40.0	41,083	41,974	2,080
Healthcare support occupations	13.82	13.58	553	543	40.0	28,757	28,246	2,081
Nursing, psychiatric, and home health aides	12.78	12.13	511	485	40.0	26,598	25,222	2,081
Nursing aides, orderlies, and attendants	14.37	13.61	573	544	39.9	29,792	28,288	2,073
Miscellaneous healthcare support occupations	16.39	16.38	656	655	40.0	34,088	34,070	2,080
Food preparation and serving related occupations	12.78	12.21	502	481	39.3	26,104	25,002	2,043
Cooks	14.27	14.10	568	564	39.8	29,522	29,328	2,069
Building and grounds cleaning and maintenance occupations	12.66	12.21	498	480	39.3	25,872	24,960	2,044
Building cleaning workers	12.66	12.21	498	480	39.3	25,872	24,960	2,044
Janitors and cleaners, except maids and housekeeping cleaners	13.20	12.27	518	491	39.2	26,941	25,522	2,041
Maids and housekeeping cleaners	11.52	10.84	454	432	39.4	23,624	22,443	2,050
Sales and related occupations	27.57	19.28	1,099	760	39.8	57,130	39,499	2,072
First-line supervisors/managers, sales workers	26.09	19.73	1,043	789	40.0	54,261	41,038	2,080

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, Minneapolis-St. Paul-St. Cloud, MN-WI CSA, July 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
Sales and related occupations –Continued								
Retail sales workers	\$12.39	\$12.37	\$484	\$464	39.0	\$25,156	\$24,128	2,030
Retail salespersons	12.51	12.37	484	453	38.7	25,160	23,546	2,012
Sales representatives, wholesale and manufacturing	43.10	35.54	1,756	1,421	40.7	91,294	73,915	2,118
Sales representatives, wholesale and manufacturing, except technical and scientific products	32.82	32.46	1,313	1,298	40.0	68,270	67,508	2,080
Office and administrative support occupations	16.60	15.93	662	635	39.9	34,313	33,010	2,067
First-line supervisors/managers of office and administrative support workers	23.05	20.43	922	817	40.0	47,937	42,501	2,080
Financial clerks	15.95	15.47	638	619	40.0	33,176	32,178	2,080
Bookkeeping, accounting, and auditing clerks ...	15.46	14.35	618	574	40.0	32,162	29,848	2,080
Customer service representatives	17.74	17.21	710	688	40.0	36,895	35,801	2,080
Receptionists and information clerks	14.59	16.03	584	641	40.0	30,349	33,342	2,080
Secretaries and administrative assistants	19.66	19.56	783	770	39.8	40,729	40,019	2,071
Executive secretaries and administrative assistants	21.09	20.91	838	832	39.7	43,593	43,285	2,067
Secretaries, except legal, medical, and executive	16.64	15.86	665	634	40.0	34,606	32,989	2,080
Office clerks, general	13.43	13.28	537	531	40.0	27,931	27,620	2,080
Construction and extraction occupations	29.06	30.19	1,162	1,208	40.0	60,444	62,795	2,080
Installation, maintenance, and repair occupations	23.86	24.76	954	990	40.0	49,632	51,501	2,080
Industrial machinery installation, repair, and maintenance workers	22.57	23.10	903	924	40.0	46,941	48,048	2,080
Production occupations	17.06	16.28	682	650	40.0	35,443	33,817	2,078
Miscellaneous assemblers and fabricators	16.36	15.20	654	608	40.0	34,030	31,616	2,080
Printers	16.82	16.20	672	648	39.9	34,935	33,696	2,077
Painting workers	19.90	16.99	796	680	40.0	41,387	35,339	2,080
Coating, painting, and spraying machine setters, operators, and tenders	19.90	16.99	796	680	40.0	41,387	35,339	2,080
Miscellaneous production workers	11.88	10.78	475	431	40.0	24,706	22,418	2,080
Transportation and material moving occupations	23.85	17.97	954	719	40.0	49,420	37,378	2,073
Driver/sales workers and truck drivers	22.70	22.50	981	881	43.2	51,008	45,831	2,247
Truck drivers, heavy and tractor-trailer	21.94	20.25	964	787	44.0	50,148	40,932	2,286
Industrial truck and tractor operators	16.88	16.91	675	677	40.0	35,107	35,179	2,080
Laborers and material movers, hand	11.66	9.48	466	379	40.0	24,252	19,716	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 17. Union¹ and nonunion workers: Mean hourly earnings² for major occupational groups, Minneapolis-St. Paul-St. Cloud, MN-WI CSA, July 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	\$25.93	\$22.46	\$30.61	\$22.08	\$21.94	\$27.93
Management, professional, and related	36.07	27.44	39.08	34.59	34.46	38.43
Management, business, and financial	34.01	—	34.92	38.80	38.71	40.52
Professional and related	36.30	27.59	39.67	31.67	31.59	35.31
Service	17.85	13.59	22.37	10.21	10.04	16.34
Sales and office	16.68	14.82	18.52	18.95	18.96	18.40
Sales and related	—	—	—	23.54	23.54	—
Office and administrative support	17.42	16.04	18.52	16.30	16.24	18.40
Natural resources, construction, and maintenance	27.00	27.37	23.64	20.61	20.42	—
Construction and extraction	29.16	29.54	—	20.09	19.93	—
Installation, maintenance, and repair	24.13	23.97	—	21.17	20.96	—
Production, transportation, and material moving	23.61	23.86	21.63	14.78	14.78	—
Production	20.72	20.55	—	15.67	15.67	—
Transportation and material moving	25.85	26.66	21.11	13.69	13.69	—
	Relative error ⁴ (percent)					
All workers	4.3	5.8	6.0	4.1	4.2	10.6
Management, professional, and related	5.9	3.1	6.9	5.8	6.1	6.6
Management, business, and financial	9.5	—	10.0	11.3	11.9	10.6
Professional and related	6.9	3.1	8.3	3.3	3.4	8.9
Service	6.9	6.3	6.3	4.9	4.7	28.4
Sales and office	5.2	7.2	4.1	5.2	5.3	5.5
Sales and related	—	—	—	9.9	9.9	—
Office and administrative support	4.3	6.9	4.1	2.3	2.3	5.5
Natural resources, construction, and maintenance	2.5	2.8	8.3	12.3	12.9	—
Construction and extraction	4.0	4.8	—	25.0	26.2	—
Installation, maintenance, and repair	4.0	4.3	—	3.2	3.5	—
Production, transportation, and material moving	12.5	13.8	4.8	2.9	2.9	—
Production	10.8	11.6	—	2.8	2.8	—
Transportation and material moving	18.1	20.1	5.4	5.7	5.7	—

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, Minneapolis-St. Paul-St. Cloud, MN-WI CSA, July 2007

Occupational group ³	Time		Incentive	
	Civilian workers	Private industry workers	Civilian workers	Private industry workers
All workers	\$21.88	\$20.65	\$46.64	\$46.64
Management, professional, and related	33.43	31.98	—	—
Management, business, and financial	34.02	33.57	—	—
Professional and related	33.17	31.15	—	—
Service	12.50	10.68	—	—
Sales and office	16.30	16.09	45.45	45.45
Sales and related	16.15	16.15	48.52	48.52
Office and administrative support	16.36	16.07	—	—
Natural resources, construction, and maintenance	24.76	24.87	—	—
Construction and extraction	—	26.04	—	—
Installation, maintenance, and repair	23.09	22.81	—	—
Production, transportation, and material moving	16.99	16.86	—	—
Production	16.74	16.65	—	—
Transportation and material moving	17.27	17.10	—	—
	Relative error ⁴ (percent)			
All workers	2.4	2.8	14.0	14.0
Management, professional, and related	2.1	1.9	—	—
Management, business, and financial	3.0	3.3	—	—
Professional and related	3.0	3.2	—	—
Service	6.1	5.0	—	—
Sales and office	2.4	2.7	20.0	20.0
Sales and related	6.6	6.6	21.5	21.5
Office and administrative support	1.5	1.6	—	—
Natural resources, construction, and maintenance	4.8	5.4	—	—
Construction and extraction	—	10.2	—	—
Installation, maintenance, and repair	3.6	4.2	—	—
Production, transportation, and material moving	5.9	6.1	—	—
Production	4.0	4.1	—	—
Transportation and material moving	11.6	12.2	—	—

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, Minneapolis-St. Paul-St. Cloud, MN-WI CSA, July 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	-	\$23.74	-	-	-	-	\$20.29	\$8.78	\$15.97
Management, professional, and related	-	36.81	-	-	-	-	27.09	-	20.81
Management, business, and financial	-	40.70	-	-	-	-	30.61	-	-
Professional and related	-	35.06	-	-	-	-	26.29	-	17.70
Service	-	-	-	-	-	-	12.99	8.18	12.13
Sales and office	-	21.09	-	-	-	-	15.85	13.20	15.43
Sales and related	-	36.17	-	-	-	-	-	14.00	-
Office and administrative support	-	18.37	-	-	-	-	15.78	-	15.43
Natural resources, construction, and maintenance	-	22.63	-	-	-	-	-	-	-
Installation, maintenance, and repair ..	-	22.02	-	-	-	-	-	-	-
Production, transportation, and material moving	-	17.03	-	-	-	-	18.22	8.46	-
Production	-	16.99	-	-	-	-	-	-	-
Transportation and material moving ...	-	17.25	-	-	-	-	-	-	-
	Relative error ⁴ (percent)								
All workers	-	2.1	-	-	-	-	4.1	3.1	3.8
Management, professional, and related	-	4.6	-	-	-	-	6.0	-	12.2
Management, business, and financial	-	10.7	-	-	-	-	6.4	-	-
Professional and related	-	1.6	-	-	-	-	4.8	-	11.6
Service	-	-	-	-	-	-	5.8	2.0	10.2
Sales and office	-	3.1	-	-	-	-	4.0	19.6	2.4
Sales and related	-	7.9	-	-	-	-	-	15.4	-
Office and administrative support	-	.8	-	-	-	-	4.9	-	2.4
Natural resources, construction, and maintenance	-	3.3	-	-	-	-	-	-	-
Installation, maintenance, and repair ..	-	1.9	-	-	-	-	-	-	-
Production, transportation, and material moving	-	4.8	-	-	-	-	17.6	10.8	-
Production	-	4.6	-	-	-	-	-	-	-
Transportation and material moving ...	-	7.7	-	-	-	-	-	-	-

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 Minneapolis–St. Paul–St. Cloud, MN–WI, Combined Statistical Area (CSA) includes:

- Faribault–Northfield, MN, Micropolitan Statistical Area: Rice County, MN
- Hutchinson, MN, Micropolitan Statistical Area: McLeod County, MN
- Minneapolis–St. Paul–Bloomington, MN–WI, Metropolitan Statistical Area: Anoka, Carver, Chisago, Dakota, Hennepin, Isanti, Ramsey, Scott, Sherburne, Washington, and Wright Counties, MN; and Pierce and St. Croix Counties, WI

- Red Wing, MN, Micropolitan Statistical Area: Goodhue County, MN
- St. Cloud, MN, Metropolitan Statistical Area: Benton and Stearns Counties, MN

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 assigned 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 nonre-

spondents 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 characteristics 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, Minneapolis-St. Paul-St. Cloud, MN-WI CSA, July 2007**

Occupational group ²	Civilian workers	Private industry workers	State and local government workers
All workers	1,737,900	1,518,300	219,600
Management, professional, and related	531,100	412,200	118,900
Management, business, and financial	164,100	144,200	19,900
Professional and related	367,000	268,000	99,000
Service	358,600	308,600	50,000
Sales and office	442,400	409,500	32,900
Sales and related	159,300	159,200	–
Office and administrative support	283,200	250,300	32,900
Natural resources, construction, and maintenance	104,500	95,900	8,600
Construction and extraction	58,500	55,700	–
Installation, maintenance, and repair	45,500	40,200	5,300
Production, transportation, and material moving	301,300	292,000	9,300
Production	146,700	144,700	–
Transportation and material moving	154,600	147,400	7,200

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, Minneapolis-St. Paul-St. Cloud, MN-WI CSA, July 2007**

Establishments	Total	Private industry	State and local government
Total in sampling frame ¹	59,787	57,263	2,524
Total in sample	597	543	54
Responding	353	303	50
Refused or unable to provide data	164	160	4
Out of business or not in survey scope	80	80	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.