

Bloomington–Normal, IL National Compensation Survey May 2007



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January 2008

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 ocltinfo@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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Contents

	<i>Page</i>
Introduction.....	1
Tables:	
1. Summary: Mean hourly earnings and weekly hours for selected worker and establishment characteristics.....	3
2. Civilian workers: Mean hourly earnings for full-time and part-time workers by work levels.....	4
3. Private industry workers: Mean hourly earnings for full-time and part-time workers by work levels.....	6
4. State and local government workers: Mean hourly earnings for full-time and part-time workers by work levels.....	8
5. Combined work levels for civilian workers: Mean hourly earnings for full-time and part-time workers	9
6. Civilian workers: Hourly wage percentiles.....	11
7. Private industry workers: Hourly wage percentiles	13
8. State and local government workers: Hourly wage percentiles	14
9. Full-time civilian workers: Hourly wage percentiles	15
10. Part-time civilian workers: Hourly wage percentiles.....	16
11. Full-time civilian workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours	17
12. Full-time private industry workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours	19
13. Full-time State and local government workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours	21
14. Size of establishment: Mean hourly earnings of private industry establishments for major occupational groups.....	22
15. Establishments with fewer than 100 workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours for full-time private industry workers	23
16. Establishments with 100 workers or more: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours for full-time private industry workers	24
17. Union and nonunion workers: Mean hourly earnings for major occupational groups	25
18. Time and incentive workers: Mean hourly earnings for major occupational groups	26
19. Industry sector: Mean hourly earnings for private industry workers by major occupational group	27
Appendixes:	
A. Technical Note.....	A – 1
Appendix table 1. Number of workers represented by the survey	A – 5
Appendix table 2. Survey establishment response	A – 6
B. Standard Occupational Classification System.....	B – 1

Introduction

The tables in this bulletin summarize the NCS results for the Bloomington–Normal, IL, Metropolitan Statistical Area (MSA). Data were collected between September 2006 and October 2007; the average reference month is May 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, Bloomington-Normal, IL, May 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	\$18.26	3.6	34.3	\$16.89	4.4	34.1	\$27.56	6.6	36.4
Worker characteristics^{4,5}									
Management, professional, and related	29.87	8.4	36.0	27.52	10.9	36.0	36.20	11.0	35.7
Management, business, and financial	32.62	10.3	38.5	30.60	7.7	38.6	—	—	—
Professional and related	29.01	9.9	35.2	26.51	14.3	35.3	35.45	6.4	35.1
Service	11.49	4.0	28.7	9.94	5.2	27.2	18.33	9.9	37.4
Sales and office	14.24	5.0	35.1	14.14	5.2	35.1	16.23	8.1	36.2
Sales and related	13.08	11.6	29.4	12.97	12.1	29.3	—	—	—
Office and administrative support	14.54	5.4	37.0	14.46	5.6	37.1	16.07	8.5	36.0
Natural resources, construction, and maintenance	21.99	12.2	40.2	21.31	13.9	40.2	26.05	17.8	40.0
Construction and extraction	26.01	9.3	40.5	24.91	12.7	40.7	—	—	—
Installation, maintenance, and repair	23.65	15.2	40.0	24.17	16.7	40.0	—	—	—
Production, transportation, and material moving	14.29	4.7	34.2	14.35	4.8	34.5	—	—	—
Production	17.24	2.9	39.6	17.24	2.9	39.6	—	—	—
Transportation and material moving	10.88	7.2	29.5	10.87	7.5	29.8	—	—	—
Full time	19.65	3.9	39.7	18.28	4.7	39.8	28.01	6.2	39.1
Part time	10.37	8.1	19.5	9.68	6.5	19.5	21.42	36.6	18.7
Union	25.69	5.2	38.4	24.22	9.4	38.0	27.23	5.5	38.8
Nonunion	17.07	3.9	33.8	16.24	4.1	33.7	27.93	12.7	34.0
Time	18.26	3.7	34.3	16.85	4.5	34.0	27.56	6.6	36.4
Incentive	18.27	17.4	35.0	18.27	17.4	35.0	—	—	—
Establishment characteristics									
Goods producing	(⁶)	(⁶)	(⁶)	21.96	6.9	39.1	(⁶)	(⁶)	(⁶)
Service providing	(⁶)	(⁶)	(⁶)	—	—	—	(⁶)	(⁶)	(⁶)
1-99 workers	14.85	6.2	33.3	14.73	6.4	33.1	—	—	—
100-499 workers	17.27	8.7	33.1	17.00	9.5	33.0	22.80	1.5	34.6
500 workers or more	23.00	5.1	36.7	20.26	7.6	37.0	29.34	6.2	36.2

¹ Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours. 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, Bloomington-Normal, IL, May 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	\$18.26	3.6	\$19.65	3.9	\$10.37	8.1
Management occupations	43.37	11.1	43.31	11.2	–	–
Business and financial operations occupations	27.77	7.4	27.77	7.4	–	–
Computer and mathematical science occupations	39.31	17.5	39.31	17.5	–	–
Architecture and engineering occupations	26.24	7.3	26.24	7.3	–	–
Education, training, and library occupations	34.19	7.9	35.47	6.0	–	–
Level 9	35.47	2.4	35.47	2.4	–	–
Postsecondary teachers	52.85	4.6	52.85	4.6	–	–
Primary, secondary, and special education school teachers	31.58	12.3	33.56	7.1	–	–
Level 9	36.29	1.5	36.29	1.5	–	–
Elementary and middle school teachers	35.69	1.1	35.69	1.1	–	–
Elementary school teachers, except special education	35.39	.6	35.39	.6	–	–
Arts, design, entertainment, sports, and media occupations	18.59	12.0	21.00	8.2	–	–
Healthcare practitioner and technical occupations	30.93	12.7	31.21	13.3	29.94	18.0
Level 9	28.49	8.0	28.87	8.1	–	–
Registered nurses	27.04	7.1	28.35	9.3	–	–
Level 9	28.49	8.0	28.87	8.1	–	–
Healthcare support occupations	12.03	4.6	12.19	6.2	11.61	10.7
Level 3	11.15	8.9	–	–	–	–
Nursing, psychiatric, and home health aides	10.96	5.7	–	–	11.61	10.7
Level 3	11.15	8.9	–	–	–	–
Nursing aides, orderlies, and attendants	11.53	6.4	–	–	–	–
Protective service occupations	15.57	9.6	17.35	10.8	–	–
Food preparation and serving related occupations	7.73	3.6	8.70	8.8	6.88	2.3
Level 1	6.79	2.4	–	–	6.87	7.5
Level 2	7.15	9.5	–	–	6.70	9.3
Level 3	8.25	10.0	–	–	–	–
Cooks	9.52	5.6	9.62	5.1	–	–
Cooks, restaurant	9.67	6.5	–	–	–	–
Food service, tipped	5.64	8.9	–	–	5.46	1.1
Level 1	5.53	21.1	–	–	5.07	17.1
Waiters and waitresses	4.75	7.3	–	–	4.84	9.3
Building and grounds cleaning and maintenance occupations	12.24	6.6	12.12	4.1	–	–
Level 1	11.59	23.2	–	–	–	–
Level 2	10.63	5.7	–	–	–	–
Level 3	14.53	5.5	14.53	5.5	–	–
Building cleaning workers	12.99	11.3	12.11	6.8	–	–
Level 3	14.53	5.5	14.53	5.5	–	–
Janitors and cleaners, except maids and housekeeping cleaners	12.99	11.3	12.11	6.8	–	–
Level 3	14.53	5.5	14.53	5.5	–	–
Personal care and service occupations	10.79	34.8	–	–	–	–
Sales and related occupations	13.08	11.6	17.44	16.4	8.20	3.8
Level 2	8.05	9.5	–	–	7.72	8.0
Level 4	13.39	7.1	–	–	–	–
Retail sales workers	11.33	10.9	14.85	13.0	8.20	3.8
Level 2	8.05	9.5	–	–	7.72	8.0
Level 4	13.59	7.3	–	–	–	–
Cashiers, all workers	9.16	12.6	–	–	7.46	7.1

See footnotes at end of table.

Table 2. **Civilian workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Bloomington-Normal, IL, May 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)
Cashiers, all workers –Continued						
Level 2	\$7.64	8.4	–	–	\$7.46	7.1
Cashiers	9.16	12.6	–	–	7.46	7.1
Level 2	7.64	8.4	–	–	7.46	7.1
Retail salespersons	10.00	11.3	–	–	8.55	5.2
Office and administrative support occupations	14.54	5.4	\$14.80	5.3	10.02	9.0
Level 2	10.74	6.8	11.00	6.1	–	–
Level 3	9.87	3.8	9.87	3.8	–	–
Level 4	13.44	4.4	13.79	4.3	–	–
Level 5	16.05	3.0	16.05	3.0	–	–
Financial clerks	15.14	12.1	15.82	10.5	–	–
Level 4	11.58	13.8	11.99	15.5	–	–
Bookkeeping, accounting, and auditing clerks	14.94	7.3	15.28	7.3	–	–
Level 4	12.36	16.1	–	–	–	–
Customer service representatives	11.57	7.8	11.66	7.8	–	–
Receptionists and information clerks	12.48	6.7	12.72	7.5	–	–
Secretaries and administrative assistants	16.52	3.3	16.52	3.3	–	–
Secretaries, except legal, medical, and executive	12.10	6.2	12.10	6.2	–	–
Office clerks, general	14.71	9.6	14.71	9.6	–	–
Construction and extraction occupations	26.01	9.3	26.05	9.3	–	–
Level 5	22.76	6.1	–	–	–	–
Level 7	32.89	5.0	32.89	5.0	–	–
Installation, maintenance, and repair occupations	23.65	15.2	23.65	15.2	–	–
Production occupations	17.24	2.9	17.33	2.9	–	–
Level 2	14.06	1.6	14.06	1.6	–	–
Level 4	16.16	12.2	16.16	12.2	–	–
Miscellaneous assemblers and fabricators	18.30	3.4	18.30	3.4	–	–
Miscellaneous production workers	14.96	13.4	14.96	13.4	–	–
Transportation and material moving occupations	10.88	7.2	13.42	8.4	8.04	5.1
Level 1	7.62	3.5	–	–	–	–
Level 3	11.61	4.0	–	–	–	–
Driver/sales workers and truck drivers	13.38	11.2	–	–	–	–
Laborers and material movers, hand	8.31	7.4	10.00	10.1	–	–
Level 1	7.62	3.6	–	–	–	–

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

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.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 3. Private industry workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Bloomington-Normal, IL, May 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	\$16.89	4.4	\$18.28	4.7	\$9.68	6.5
Management occupations	36.90	12.4	36.73	12.4	—	—
Business and financial operations occupations	28.54	8.4	28.54	8.4	—	—
Computer and mathematical science occupations	39.31	17.5	39.31	17.5	—	—
Architecture and engineering occupations	26.24	7.3	26.24	7.3	—	—
Education, training, and library occupations	27.34	19.2	30.06	12.9	—	—
Arts, design, entertainment, sports, and media occupations	18.59	12.0	21.00	8.2	—	—
Healthcare practitioner and technical occupations	30.38	13.2	31.42	13.5	25.17	3.4
Level 9	28.49	8.0	28.87	8.1	—	—
Registered nurses	27.50	6.4	28.56	9.1	—	—
Level 9	28.49	8.0	28.87	8.1	—	—
Healthcare support occupations	12.26	4.2	12.55	4.9	11.61	10.7
Level 3	11.15	8.9	—	—	—	—
Nursing, psychiatric, and home health aides	11.10	6.7	—	—	11.61	10.7
Level 3	11.15	8.9	—	—	—	—
Food preparation and serving related occupations	7.63	3.9	8.59	9.5	6.87	2.4
Level 1	6.71	2.5	—	—	6.87	7.5
Level 2	7.13	9.8	—	—	6.65	9.5
Level 3	8.25	10.0	—	—	—	—
Cooks	9.54	5.7	9.62	5.1	—	—
Cooks, restaurant	9.67	6.5	—	—	—	—
Food service, tipped	5.64	8.9	—	—	5.46	1.1
Level 1	5.53	21.1	—	—	5.07	17.1
Waiters and waitresses	4.75	7.3	—	—	4.84	9.3
Building and grounds cleaning and maintenance occupations	11.71	8.1	—	—	—	—
Level 2	10.63	5.7	—	—	—	—
Building cleaning workers	12.17	17.9	10.33	5.9	—	—
Janitors and cleaners, except maids and housekeeping cleaners	12.17	17.9	10.33	5.9	—	—
Sales and related occupations	12.97	12.1	17.44	17.4	8.20	3.8
Level 2	8.05	9.5	—	—	7.72	8.0
Level 4	12.99	8.7	—	—	—	—
Retail sales workers	11.16	11.4	14.69	13.9	8.20	3.8
Level 2	8.05	9.5	—	—	7.72	8.0
Cashiers, all workers	8.06	11.3	—	—	7.46	7.1
Level 2	7.64	8.4	—	—	7.46	7.1
Cashiers	8.06	11.3	—	—	7.46	7.1
Level 2	7.64	8.4	—	—	7.46	7.1
Retail salespersons	10.00	11.3	—	—	8.55	5.2
Office and administrative support occupations	14.46	5.6	14.73	5.6	9.98	9.1
Level 2	10.74	6.8	11.00	6.1	—	—
Level 3	9.79	4.1	9.79	4.1	—	—
Level 4	13.45	4.5	13.80	4.4	—	—
Level 5	15.79	3.4	15.79	3.4	—	—
Financial clerks	15.12	12.5	15.83	10.9	—	—
Level 4	11.58	13.8	11.99	15.5	—	—
Bookkeeping, accounting, and auditing clerks	14.84	8.3	15.22	8.4	—	—
Level 4	12.36	16.1	—	—	—	—
Customer service representatives	11.57	7.8	11.66	7.8	—	—
Receptionists and information clerks	12.39	7.7	12.63	8.6	—	—
Secretaries and administrative assistants	16.73	3.1	16.73	3.1	—	—
Office clerks, general	14.61	11.3	14.61	11.3	—	—

See footnotes at end of table.

Table 3. Private industry workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Bloomington-Normal, IL, May 2007 — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Construction and extraction occupations	\$24.91	12.7	\$24.95	12.7	—	—
Level 7	32.34	7.7	32.34	7.7	—	—
Installation, maintenance, and repair occupations	24.17	16.7	24.17	16.7	—	—
Production occupations	17.24	2.9	17.33	2.9	—	—
Level 2	14.06	1.6	14.06	1.6	—	—
Level 4	16.16	12.2	16.16	12.2	—	—
Miscellaneous assemblers and fabricators	18.30	3.4	18.30	3.4	—	—
Miscellaneous production workers	14.96	13.4	14.96	13.4	—	—
Transportation and material moving occupations	10.87	7.5	13.42	8.4	\$7.73	4.9
Level 1	7.56	3.4	—	—	—	—
Driver/sales workers and truck drivers	13.38	11.2	—	—	—	—
Laborers and material movers, hand	8.31	7.4	10.00	10.1	—	—
Level 1	7.62	3.6	—	—	—	—

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

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.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 4. **State and local government workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Bloomington-Normal, IL, May 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	\$27.56	6.6	\$28.01	6.2	\$21.42	36.6
Education, training, and library occupations	37.52	5.4	37.80	4.8	—	—
Level 9	35.47	2.4	35.47	2.4	—	—
Primary, secondary, and special education school teachers	36.21	1.0	36.21	1.0	—	—
Level 9	36.29	1.5	36.29	1.5	—	—
Elementary and middle school teachers	35.69	1.1	35.69	1.1	—	—
Elementary school teachers, except special education	35.39	.6	35.39	.6	—	—
Protective service occupations	22.73	12.7	22.89	13.2	—	—
Building and grounds cleaning and maintenance occupations	14.71	3.8	15.05	2.6	—	—
Building cleaning workers	14.59	3.5	14.94	2.1	—	—
Janitors and cleaners, except maids and housekeeping cleaners	14.59	3.5	14.94	2.1	—	—
Office and administrative support occupations	16.07	8.5	16.17	8.5	—	—

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

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

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

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

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

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 5. Combined work levels¹ for civilian workers: Mean hourly earnings² for full-time and part-time workers³, Bloomington-Normal, IL, May 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	\$18.26	3.6	\$19.65	3.9	\$10.37	8.1
Management occupations	43.37	11.1	43.31	11.2	—	—
Group III	43.86	12.2	—	—	—	—
Business and financial operations occupations	27.77	7.4	27.77	7.4	—	—
Group II	23.78	8.4	—	—	—	—
Group III	32.11	7.6	—	—	—	—
Computer and mathematical science occupations	39.31	17.5	39.31	17.5	—	—
Architecture and engineering occupations	26.24	7.3	26.24	7.3	—	—
Group II	25.18	5.2	—	—	—	—
Education, training, and library occupations	34.19	7.9	35.47	6.0	—	—
Group II	21.42	26.4	—	—	—	—
Group III	35.98	2.3	—	—	—	—
Postsecondary teachers	52.85	4.6	52.85	4.6	—	—
Primary, secondary, and special education school teachers	31.58	12.3	33.56	7.1	—	—
Group II	20.48	30.9	—	—	—	—
Group III	36.29	1.5	—	—	—	—
Elementary and middle school teachers	35.69	1.1	35.69	1.1	—	—
Elementary school teachers, except special education	35.39	.6	35.39	.6	—	—
Arts, design, entertainment, sports, and media occupations	18.59	12.0	21.00	8.2	—	—
Group II	17.48	1.3	—	—	—	—
Healthcare practitioner and technical occupations	30.93	12.7	31.21	13.3	29.94	18.0
Group II	27.25	15.6	—	—	—	—
Group III	39.11	22.6	—	—	—	—
Registered nurses	27.04	7.1	28.35	9.3	—	—
Group III	28.49	8.0	28.87	8.1	—	—
Healthcare support occupations	12.03	4.6	12.19	6.2	11.61	10.7
Group I	12.05	4.9	—	—	—	—
Nursing, psychiatric, and home health aides	10.96	5.7	—	—	11.61	10.7
Group I	10.90	5.7	—	—	—	—
Nursing aides, orderlies, and attendants	11.53	6.4	—	—	—	—
Protective service occupations	15.57	9.6	17.35	10.8	—	—
Food preparation and serving related occupations	7.73	3.6	8.70	8.8	6.88	2.3
Group I	7.41	1.3	—	—	—	—
Cooks	9.52	5.6	9.62	5.1	—	—
Group I	9.52	5.6	—	—	—	—
Cooks, restaurant	9.67	6.5	—	—	—	—
Group I	9.67	6.5	—	—	—	—
Food service, tipped	5.64	8.9	—	—	5.46	1.1
Group I	5.64	8.9	—	—	—	—
Waiters and waitresses	4.75	7.3	—	—	4.84	9.3
Group I	4.75	7.3	—	—	4.84	9.3
Building and grounds cleaning and maintenance occupations	12.24	6.6	12.12	4.1	—	—
Group I	11.79	9.4	—	—	—	—
Building cleaning workers	12.99	11.3	12.11	6.8	—	—
Group I	13.12	12.0	—	—	—	—
Janitors and cleaners, except maids and housekeeping cleaners	12.99	11.3	12.11	6.8	—	—
Group I	13.12	12.0	12.23	7.2	—	—
Personal care and service occupations	10.79	34.8	—	—	—	—

See footnotes at end of table.

Table 5. Combined work levels¹ for civilian workers: Mean hourly earnings² for full-time and part-time workers³, Bloomington-Normal, IL, May 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)
Sales and related occupations	\$13.08	11.6	\$17.44	16.4	\$8.20	3.8
Group I	10.40	9.5	—	—	—	—
Retail sales workers	11.33	10.9	14.85	13.0	8.20	3.8
Group I	10.31	11.0	—	—	—	—
Cashiers, all workers	9.16	12.6	—	—	7.46	7.1
Group I	9.16	12.6	—	—	—	—
Cashiers	9.16	12.6	—	—	7.46	7.1
Group I	9.16	12.6	—	—	7.46	7.1
Retail salespersons	10.00	11.3	—	—	8.55	5.2
Group I	9.72	16.8	—	—	8.40	7.8
Office and administrative support occupations	14.54	5.4	14.80	5.3	10.02	9.0
Group I	11.48	4.5	—	—	—	—
Group II	16.62	3.7	—	—	—	—
Financial clerks	15.14	12.1	15.82	10.5	—	—
Bookkeeping, accounting, and auditing clerks	14.94	7.3	15.28	7.3	—	—
Group I	12.36	16.1	—	—	—	—
Customer service representatives	11.57	7.8	11.66	7.8	—	—
Group I	10.23	6.4	10.29	6.5	—	—
Receptionists and information clerks	12.48	6.7	12.72	7.5	—	—
Group I	12.48	6.7	12.72	7.5	—	—
Secretaries and administrative assistants	16.52	3.3	16.52	3.3	—	—
Group I	14.11	7.7	—	—	—	—
Secretaries, except legal, medical, and executive	12.10	6.2	12.10	6.2	—	—
Group I	12.10	6.2	12.10	6.2	—	—
Office clerks, general	14.71	9.6	14.71	9.6	—	—
Group I	13.94	12.3	13.94	12.3	—	—
Construction and extraction occupations	26.01	9.3	26.05	9.3	—	—
Group I	15.91	7.9	—	—	—	—
Group II	29.94	6.3	—	—	—	—
Installation, maintenance, and repair occupations	23.65	15.2	23.65	15.2	—	—
Group II	23.65	15.2	—	—	—	—
Production occupations	17.24	2.9	17.33	2.9	—	—
Group I	12.99	3.7	—	—	—	—
Miscellaneous assemblers and fabricators	18.30	3.4	18.30	3.4	—	—
Group I	12.26	1.8	—	—	—	—
Miscellaneous production workers	14.96	13.4	14.96	13.4	—	—
Group I	14.96	13.4	—	—	—	—
Transportation and material moving occupations	10.88	7.2	13.42	8.4	8.04	5.1
Group I	10.13	8.8	—	—	—	—
Driver/sales workers and truck drivers	13.38	11.2	—	—	—	—
Laborers and material movers, hand	8.31	7.4	10.00	10.1	—	—
Group I	8.31	7.4	—	—	—	—

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.

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.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 6. Civilian workers: Hourly wage percentiles¹, Bloomington-Normal, IL, May 2007

Occupation ²	10	25	Median 50	75	90
All workers	\$8.11	\$9.89	\$15.39	\$23.27	\$32.20
Management occupations	25.72	27.01	50.87	54.12	57.18
Business and financial operations occupations	17.46	22.36	28.23	31.99	36.57
Computer and mathematical science occupations	20.00	27.77	42.71	49.12	51.71
Architecture and engineering occupations	23.76	23.76	23.76	30.38	32.87
Education, training, and library occupations	10.84	25.05	32.41	44.77	57.26
Postsecondary teachers	39.47	45.99	55.53	59.17	61.33
Primary, secondary, and special education school teachers	10.84	23.66	31.56	40.36	49.47
Elementary and middle school teachers	24.73	28.36	33.90	42.31	49.62
Elementary school teachers, except special education	24.52	28.17	33.47	40.87	49.47
Arts, design, entertainment, sports, and media occupations	7.97	14.30	16.76	21.42	35.73
Healthcare practitioner and technical occupations	16.75	19.81	24.79	37.82	48.32
Registered nurses	19.32	23.27	26.00	28.50	37.82
Healthcare support occupations	9.37	10.00	11.01	13.81	17.00
Nursing, psychiatric, and home health aides	9.25	9.89	10.45	12.32	13.81
Nursing aides, orderlies, and attendants	9.79	10.25	10.77	13.67	13.81
Protective service occupations	8.00	9.25	11.07	19.85	29.97
Food preparation and serving related occupations	3.90	6.55	7.50	9.25	11.00
Cooks	8.00	8.25	9.00	10.50	12.20
Cooks, restaurant	8.00	8.35	9.00	11.00	12.20
Food service, tipped	3.90	3.90	5.25	7.50	7.50
Waiters and waitresses	3.90	3.90	4.40	5.85	6.41
Building and grounds cleaning and maintenance occupations	8.50	9.30	11.63	15.00	15.89
Building cleaning workers	8.01	9.50	11.67	15.70	18.17
Janitors and cleaners, except maids and housekeeping cleaners	8.01	9.50	11.67	15.70	18.17
Personal care and service occupations	5.63	5.63	5.63	15.82	19.30
Sales and related occupations	6.75	7.94	10.38	14.95	19.03
Retail sales workers	6.75	7.70	9.68	12.50	16.26
Cashiers, all workers	6.55	6.89	7.50	9.30	14.95
Cashiers	6.55	6.89	7.50	9.30	14.95
Retail salespersons	7.00	8.00	9.68	11.70	13.49
Office and administrative support occupations	8.73	10.30	14.25	17.46	21.60
Financial clerks	9.14	9.85	14.60	17.50	22.52
Bookkeeping, accounting, and auditing clerks	8.73	14.56	15.34	17.07	18.16
Customer service representatives	8.25	8.25	11.91	12.61	19.99
Receptionists and information clerks	8.96	9.41	12.00	15.00	17.00
Secretaries and administrative assistants	13.25	15.45	17.00	17.89	19.00
Secretaries, except legal, medical, and executive	8.00	10.50	11.00	14.50	15.54
Office clerks, general	9.90	10.45	13.59	16.95	21.34
Construction and extraction occupations	13.50	18.50	27.25	33.50	34.10
Installation, maintenance, and repair occupations	15.80	18.01	20.68	29.28	33.06
Production occupations	8.31	11.99	16.28	24.43	24.43
Miscellaneous assemblers and fabricators	8.31	14.25	21.61	24.43	24.43
Miscellaneous production workers	8.00	9.98	17.25	19.22	19.22

See footnotes at end of table.

Table 6. **Civilian workers: Hourly wage percentiles¹, Bloomington-Normal, IL, May 2007** — Continued

Occupation ²	10	25	Median 50	75	90
Transportation and material moving occupations	\$7.00	\$7.50	\$9.50	\$12.75	\$16.73
Driver/sales workers and truck drivers	9.85	11.45	11.45	16.73	16.73
Laborers and material movers, hand	7.00	7.00	7.50	9.00	10.47

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.

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 7. Private industry workers: Hourly wage percentiles¹, Bloomington-Normal, IL, May 2007

Occupation ²	10	25	Median 50	75	90
All workers	\$8.00	\$9.50	\$14.43	\$21.60	\$29.28
Management occupations	23.55	25.72	32.50	45.36	52.31
Business and financial operations occupations	14.90	22.00	30.05	32.90	36.57
Computer and mathematical science occupations	20.00	27.77	42.71	49.12	51.71
Architecture and engineering occupations	23.76	23.76	23.76	30.38	32.87
Education, training, and library occupations	7.43	17.29	32.20	32.41	39.47
Arts, design, entertainment, sports, and media occupations	7.97	14.30	16.76	21.42	35.73
Healthcare practitioner and technical occupations	17.00	20.00	24.79	28.79	48.32
Registered nurses	22.50	23.27	26.09	28.79	37.82
Healthcare support occupations	9.25	10.25	11.86	13.81	17.00
Nursing, psychiatric, and home health aides	8.75	9.96	10.61	13.67	13.81
Food preparation and serving related occupations	3.90	6.42	7.50	9.25	11.00
Cooks	8.00	8.25	9.00	10.50	12.20
Cooks, restaurant	8.00	8.35	9.00	11.00	12.20
Food service, tipped	3.90	3.90	5.25	7.50	7.50
Waiters and waitresses	3.90	3.90	4.40	5.85	6.41
Building and grounds cleaning and maintenance occupations	8.50	8.61	10.76	13.00	15.00
Building cleaning workers	8.00	8.50	10.87	12.12	25.00
Janitors and cleaners, except maids and housekeeping cleaners	8.00	8.50	10.87	12.12	25.00
Sales and related occupations	6.75	7.80	10.25	13.90	19.03
Retail sales workers	6.75	7.50	9.68	12.49	16.26
Cashiers, all workers	6.55	6.75	7.50	8.50	11.35
Cashiers	6.55	6.75	7.50	8.50	11.35
Retail salespersons	7.00	8.00	9.68	11.70	13.49
Office and administrative support occupations	8.50	10.00	13.59	17.45	21.60
Financial clerks	9.14	9.85	14.60	17.65	23.25
Bookkeeping, accounting, and auditing clerks	8.73	14.56	15.34	17.07	18.16
Customer service representatives	8.25	8.25	11.91	12.61	19.99
Receptionists and information clerks	8.96	9.41	11.08	15.00	17.00
Secretaries and administrative assistants	13.25	16.00	17.00	17.89	19.00
Office clerks, general	9.00	10.45	13.59	19.50	21.34
Construction and extraction occupations	11.29	17.00	25.65	29.66	34.18
Installation, maintenance, and repair occupations	15.80	15.80	24.20	31.76	33.06
Production occupations	8.31	11.99	16.28	24.43	24.43
Miscellaneous assemblers and fabricators	8.31	14.25	21.61	24.43	24.43
Miscellaneous production workers	8.00	9.98	17.25	19.22	19.22
Transportation and material moving occupations	7.00	7.50	9.30	12.75	16.73
Driver/sales workers and truck drivers	9.85	11.45	11.45	16.73	16.73
Laborers and material movers, hand	7.00	7.00	7.50	9.00	10.47

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.

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 8. State and local government workers: Hourly wage percentiles¹, Bloomington-Normal, IL, May 2007

Occupation ²	10	25	Median 50	75	90
All workers	\$11.52	\$16.54	\$24.47	\$34.10	\$54.12
Education, training, and library occupations	21.32	27.71	35.49	49.26	59.08
Primary, secondary, and special education school teachers	24.63	28.68	34.51	42.86	50.63
Elementary and middle school teachers	24.73	28.36	33.90	42.31	49.62
Elementary school teachers, except special education	24.52	28.17	33.47	40.87	49.47
Protective service occupations	15.64	17.97	20.20	29.97	31.03
Building and grounds cleaning and maintenance occupations	10.79	13.02	15.67	16.06	17.20
Building cleaning workers	10.68	13.02	15.64	15.89	16.46
Janitors and cleaners, except maids and housekeeping cleaners	10.68	13.02	15.64	15.89	16.46
Office and administrative support occupations	10.50	13.74	15.69	17.87	22.62

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, and three-fourths 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.

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 9. Full-time¹ civilian workers: Hourly wage percentiles², Bloomington-Normal, IL, May 2007

Occupation ³	Full-time workers				
	10	25	Median 50	75	90
All workers	\$9.00	\$11.70	\$16.26	\$24.43	\$33.06
Management occupations	25.72	27.01	50.87	54.12	57.18
Business and financial operations occupations	17.46	22.36	28.23	31.99	36.57
Computer and mathematical science occupations	20.00	27.77	42.71	49.12	51.71
Architecture and engineering occupations	23.76	23.76	23.76	30.38	32.87
Education, training, and library occupations	17.29	26.16	32.41	45.59	57.29
Postsecondary teachers	39.47	45.99	55.53	59.17	61.33
Primary, secondary, and special education school teachers	19.90	26.20	33.05	40.97	49.62
Elementary and middle school teachers	24.73	28.36	33.90	42.31	49.62
Elementary school teachers, except special education	24.52	28.17	33.47	40.87	49.47
Arts, design, entertainment, sports, and media occupations	14.30	16.04	18.13	21.42	35.73
Healthcare practitioner and technical occupations	16.40	18.94	24.79	37.82	48.32
Registered nurses	22.78	23.27	26.27	37.82	37.82
Healthcare support occupations	9.45	10.00	11.02	13.10	17.00
Protective service occupations	9.00	9.85	15.79	23.85	30.43
Food preparation and serving related occupations	7.02	7.02	8.00	9.83	12.20
Cooks	8.00	8.25	9.00	11.00	12.20
Building and grounds cleaning and maintenance occupations	8.50	10.00	12.12	15.00	15.76
Building cleaning workers	8.01	9.23	11.63	15.64	16.12
Janitors and cleaners, except maids and housekeeping cleaners	8.01	9.23	11.63	15.64	16.12
Sales and related occupations	10.25	10.93	13.60	17.40	27.21
Retail sales workers	9.90	10.93	12.68	16.26	27.21
Office and administrative support occupations	9.00	10.50	14.60	17.89	21.63
Financial clerks	9.85	13.06	15.00	17.93	23.25
Bookkeeping, accounting, and auditing clerks	8.73	14.60	15.53	17.44	18.16
Customer service representatives	8.25	8.25	12.41	12.61	19.99
Receptionists and information clerks	8.96	9.41	13.31	15.00	17.00
Secretaries and administrative assistants	13.25	15.45	17.00	17.89	19.00
Secretaries, except legal, medical, and executive	8.00	10.50	11.00	14.50	15.54
Office clerks, general	9.90	10.45	13.59	16.95	21.34
Construction and extraction occupations	13.50	18.50	27.25	33.50	34.10
Installation, maintenance, and repair occupations	15.80	18.01	20.68	29.28	33.06
Production occupations	8.31	12.80	16.45	24.43	24.43
Miscellaneous assemblers and fabricators	8.31	14.25	21.61	24.43	24.43
Miscellaneous production workers	8.00	9.98	17.25	19.22	19.22
Transportation and material moving occupations	8.32	11.45	12.36	16.73	16.73
Laborers and material movers, hand	8.32	8.32	9.00	12.75	12.75

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.

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 10. Part-time¹ civilian workers: Hourly wage percentiles², Bloomington-Normal, IL, May 2007

Occupation ³	Part-time workers				
	10	25	Median 50	75	90
All workers	\$6.50	\$7.17	\$8.33	\$10.00	\$19.15
Healthcare practitioner and technical occupations	18.77	23.30	24.20	44.17	49.30
Healthcare support occupations	8.50	10.00	10.61	13.81	13.81
Nursing, psychiatric, and home health aides	8.50	10.00	10.61	13.81	13.81
Food preparation and serving related occupations	3.90	4.50	7.17	8.50	9.31
Food service, tipped	3.90	3.90	4.50	6.79	7.73
Waiters and waitresses	3.90	3.90	4.40	6.00	6.45
Sales and related occupations	6.55	7.00	7.80	9.30	9.87
Retail sales workers	6.55	7.00	7.80	9.30	9.87
Cashiers, all workers	6.55	6.70	7.18	8.00	9.30
Cashiers	6.55	6.70	7.18	8.00	9.30
Retail salespersons	6.75	7.00	8.24	9.57	10.72
Office and administrative support occupations	8.33	8.33	9.14	11.08	12.58
Transportation and material moving occupations	6.55	7.00	7.50	9.26	9.85

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.

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 11. Full-time¹ civilian workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Bloomington-Normal, IL, May 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	\$19.65	\$16.26	\$779	\$647	39.7	\$39,547	\$33,665	2,013
Management occupations	43.31	50.87	1,725	1,971	39.8	88,867	102,501	2,052
Business and financial operations occupations	27.77	28.23	1,094	1,129	39.4	56,890	58,712	2,048
Computer and mathematical science occupations	39.31	42.71	1,531	1,788	38.9	79,600	92,958	2,025
Architecture and engineering occupations	26.24	23.76	1,050	951	40.0	54,579	49,429	2,080
Education, training, and library occupations	35.47	32.41	1,354	1,256	38.2	54,524	53,114	1,537
Postsecondary teachers	52.85	55.53	1,968	2,100	37.2	77,982	84,000	1,475
Primary, secondary, and special education school teachers	33.56	33.05	1,277	1,260	38.0	47,212	45,608	1,407
Elementary and middle school teachers	35.69	33.90	1,385	1,330	38.8	50,214	48,203	1,407
Elementary school teachers, except special education	35.39	33.47	1,379	1,322	39.0	49,987	47,894	1,413
Arts, design, entertainment, sports, and media occupations	21.00	18.13	833	702	39.7	43,318	36,528	2,062
Healthcare practitioner and technical occupations	31.21	24.79	1,241	992	39.8	64,045	51,563	2,052
Registered nurses	28.35	26.27	1,122	1,044	39.6	57,747	54,267	2,037
Healthcare support occupations	12.19	11.02	476	434	39.1	24,757	22,589	2,031
Protective service occupations	17.35	15.79	731	779	42.1	38,018	40,486	2,191
Food preparation and serving related occupations	8.70	8.00	343	309	39.4	17,644	16,120	2,029
Cooks	9.62	9.00	373	342	38.8	19,405	17,784	2,017
Building and grounds cleaning and maintenance occupations	12.12	12.12	482	485	39.8	25,065	25,205	2,069
Building cleaning workers	12.11	11.63	479	465	39.6	24,919	24,190	2,057
Janitors and cleaners, except maids and housekeeping cleaners	12.11	11.63	479	465	39.6	24,919	24,190	2,057
Sales and related occupations	17.44	13.60	708	561	40.6	36,811	29,149	2,111
Retail sales workers	14.85	12.68	593	500	39.9	30,830	26,000	2,076
Office and administrative support occupations	14.80	14.60	583	572	39.4	30,298	29,738	2,047
Financial clerks	15.82	15.00	621	589	39.2	32,292	30,618	2,041
Bookkeeping, accounting, and auditing clerks	15.28	15.53	596	613	39.0	30,979	31,888	2,027
Customer service representatives	11.66	12.41	460	481	39.4	23,903	25,000	2,049
Receptionists and information clerks ..	12.72	13.31	507	532	39.8	26,358	27,685	2,072
Secretaries and administrative assistants	16.52	17.00	655	680	39.7	34,008	35,360	2,059
Secretaries, except legal, medical, and executive	12.10	11.00	471	450	39.0	24,204	23,400	2,001
Office clerks, general	14.71	13.59	569	544	38.6	29,565	28,271	2,010
Construction and extraction occupations	26.05	27.25	1,054	1,090	40.5	53,199	52,520	2,043

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, Bloomington-Normal, IL, May 2007 — Continued

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
Installation, maintenance, and repair occupations	\$23.65	\$20.68	\$946	\$827	40.0	\$49,202	\$43,014	2,080
Production occupations	17.33	16.45	691	658	39.9	35,944	34,216	2,074
Miscellaneous assemblers and fabricators	18.30	21.61	732	865	40.0	38,054	44,955	2,079
Miscellaneous production workers	14.96	17.25	598	690	40.0	31,122	35,880	2,080
Transportation and material moving occupations	13.42	12.36	540	494	40.3	28,100	25,709	2,093
Laborers and material movers, hand ..	10.00	9.00	400	360	40.0	20,790	18,720	2,078

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.

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.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 12. Full-time¹ private industry workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Bloomington-Normal, IL, May 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	\$18.28	\$15.82	\$727	\$632	39.8	\$37,522	\$32,744	2,053
Management occupations	36.73	32.50	1,509	1,625	41.1	78,444	84,500	2,136
Business and financial operations occupations	28.54	30.05	1,133	1,170	39.7	58,902	60,845	2,064
Computer and mathematical science occupations	39.31	42.71	1,531	1,788	38.9	79,600	92,958	2,025
Architecture and engineering occupations	26.24	23.76	1,050	951	40.0	54,579	49,429	2,080
Education, training, and library occupations	30.06	32.20	1,173	1,248	39.0	56,028	61,575	1,864
Arts, design, entertainment, sports, and media occupations	21.00	18.13	833	702	39.7	43,318	36,528	2,062
Healthcare practitioner and technical occupations	31.42	24.79	1,254	992	39.9	65,191	51,563	2,075
Registered nurses	28.56	26.27	1,136	1,044	39.8	59,068	54,267	2,068
Healthcare support occupations	12.55	12.32	488	470	38.9	25,381	24,416	2,023
Food preparation and serving related occupations	8.59	8.00	339	310	39.5	17,620	16,120	2,052
Cooks	9.62	9.00	373	342	38.8	19,405	17,784	2,017
Building cleaning workers	10.33	10.37	406	394	39.3	21,136	20,488	2,045
Janitors and cleaners, except maids and housekeeping cleaners	10.33	10.37	406	394	39.3	21,136	20,488	2,045
Sales and related occupations	17.44	13.16	711	529	40.8	36,972	27,513	2,119
Retail sales workers	14.69	12.50	589	484	40.1	30,618	25,189	2,085
Office and administrative support occupations	14.73	14.56	581	570	39.5	30,232	29,640	2,052
Financial clerks	15.83	15.00	623	585	39.3	32,374	30,430	2,045
Bookkeeping, accounting, and auditing clerks	15.22	15.53	597	621	39.2	31,060	32,300	2,041
Customer service representatives	11.66	12.41	460	481	39.4	23,903	25,000	2,049
Receptionists and information clerks ..	12.63	14.25	503	570	39.8	26,152	29,640	2,070
Secretaries and administrative assistants	16.73	17.00	663	680	39.6	34,500	35,360	2,062
Office clerks, general	14.61	13.59	574	544	39.3	29,847	28,271	2,043
Construction and extraction occupations	24.95	25.65	1,015	1,026	40.7	50,585	46,576	2,027
Installation, maintenance, and repair occupations	24.17	24.20	967	968	40.0	50,277	50,332	2,080
Production occupations	17.33	16.45	691	658	39.9	35,944	34,216	2,074
Miscellaneous assemblers and fabricators	18.30	21.61	732	865	40.0	38,054	44,955	2,079
Miscellaneous production workers	14.96	17.25	598	690	40.0	31,122	35,880	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, Bloomington-Normal, IL, May 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	\$13.42	\$12.36	\$540	\$494	40.3	\$28,100	\$25,709	2,093
Laborers and material movers, hand ..	10.00	9.00	400	360	40.0	20,790	18,720	2,078

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.

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 13. Full-time¹ State and local government workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Bloomington-Normal, IL, May 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	\$28.01	\$25.20	\$1,095	\$972	39.1	\$50,362	\$46,273	1,798
Education, training, and library occupations	37.80	35.49	1,429	1,331	37.8	54,026	50,576	1,429
Primary, secondary, and special education school teachers	36.21	34.51	1,373	1,330	37.9	49,702	48,093	1,373
Elementary and middle school teachers	35.69	33.90	1,385	1,330	38.8	50,214	48,203	1,407
Elementary school teachers, except special education	35.39	33.47	1,379	1,322	39.0	49,987	47,894	1,413
Protective service occupations	22.89	20.20	1,004	1,004	43.9	52,218	52,208	2,281
Building and grounds cleaning and maintenance occupations	15.05	15.76	601	630	39.9	31,258	32,781	2,077
Building cleaning workers	14.94	15.70	597	628	39.9	31,030	32,656	2,077
Janitors and cleaners, except maids and housekeeping cleaners	14.94	15.70	597	628	39.9	31,030	32,656	2,077
Office and administrative support occupations	16.17	15.89	609	589	37.7	31,501	30,618	1,948

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.

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 14. **Size of establishment: Mean hourly earnings¹ of private industry establishments for major occupational groups, Bloomington-Normal, IL, May 2007**

Occupational group ²	Total	1-99 workers	100-499 workers	500 workers or more
All workers	\$16.89	\$14.73	\$17.00	\$20.26
Management, professional, and related	27.52	22.01	28.73	32.23
Management, business, and financial	30.60	27.09	33.72	—
Professional and related	26.51	20.52	25.52	32.62
Service	9.94	10.27	9.06	—
Sales and office	14.14	13.43	13.56	15.06
Sales and related	12.97	12.32	13.94	—
Office and administrative support	14.46	13.98	13.36	15.20
Natural resources, construction, and maintenance	21.31	18.06	—	—
Construction and extraction	24.91	21.77	—	—
Installation, maintenance, and repair	24.17	17.66	—	—
Production, transportation, and material moving	14.35	11.69	12.83	—
Production	17.24	13.24	14.20	—
Transportation and material moving	10.87	10.87	10.80	—
	Relative error ³ (percent)			
All workers	4.4	6.4	9.5	7.6
Management, professional, and related	10.9	22.7	13.8	8.8
Management, business, and financial	7.7	15.8	13.3	—
Professional and related	14.3	29.8	16.4	10.6
Service	5.2	8.9	2.5	—
Sales and office	5.2	7.4	8.8	8.7
Sales and related	12.1	15.2	20.9	—
Office and administrative support	5.6	7.7	6.0	8.9
Natural resources, construction, and maintenance	13.9	7.1	—	—
Construction and extraction	12.7	19.6	—	—
Installation, maintenance, and repair	16.7	8.7	—	—
Production, transportation, and material moving	4.8	7.4	7.8	—
Production	2.9	7.9	.7	—
Transportation and material moving	7.5	9.5	14.3	—

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

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 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, Bloomington-Normal, IL, May 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	\$15.91	\$15.00	\$637	\$600	40.0	\$32,844	\$31,200	2,064
Healthcare practitioner and technical occupations	36.52	23.27	1,461	931	40.0	75,956	48,402	2,080
Food preparation and serving related occupations	7.79	7.50	308	300	39.5	16,000	15,600	2,054
Sales and related occupations	16.11	16.10	680	715	42.2	35,368	37,196	2,196
Retail sales workers	16.88	16.26	699	715	41.4	36,346	37,196	2,153
Office and administrative support occupations	14.31	15.00	566	600	39.6	29,428	31,200	2,057
Office clerks, general	15.13	13.59	592	544	39.1	30,800	28,271	2,036
Construction and extraction occupations	21.80	25.25	872	1,010	40.0	45,347	52,520	2,080
Installation, maintenance, and repair occupations	17.66	18.01	706	721	40.0	36,738	37,467	2,080
Production occupations	13.42	14.25	536	570	39.9	27,865	29,640	2,077
Transportation and material moving occupations	12.91	11.45	521	458	40.3	27,093	23,814	2,098

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.

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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, Bloomington-Normal, IL, May 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	\$20.08	\$17.20	\$794	\$685	39.6	\$41,046	\$35,565	2,044
Management occupations	42.90	41.47	1,690	1,659	39.4	87,862	86,249	2,048
Business and financial operations occupations ...	29.14	30.18	1,162	1,207	39.9	60,399	62,779	2,073
Architecture and engineering occupations	27.82	30.38	1,113	1,215	40.0	57,859	63,184	2,080
Arts, design, entertainment, sports, and media occupations	22.65	20.65	896	826	39.6	46,580	42,950	2,057
Sales and related occupations	18.95	11.91	743	468	39.2	38,652	24,326	2,040
Office and administrative support occupations	14.88	14.49	587	564	39.4	30,511	29,330	2,051
Financial clerks	16.22	15.10	637	604	39.3	33,130	31,414	2,043
Bookkeeping, accounting, and auditing clerks ...	16.53	16.25	646	630	39.1	33,598	32,744	2,033
Customer service representatives	11.69	12.41	461	481	39.4	23,969	25,000	2,050
Construction and extraction occupations	28.76	28.26	1,194	1,131	41.5	56,562	46,576	1,967
Production occupations	19.10	22.94	761	918	39.9	39,580	47,715	2,072
Transportation and material moving occupations	14.98	13.50	599	540	40.0	31,155	28,080	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.

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 17. Union¹ and nonunion workers: Mean hourly earnings² for major occupational groups, Bloomington-Normal, IL, May 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	\$25.69	\$24.22	\$27.23	\$17.07	\$16.24	\$27.93
Management, professional, and related	32.84	–	32.86	29.40	27.52	39.50
Management, business, and financial	–	–	–	32.66	30.60	–
Professional and related	32.92	–	32.94	28.17	26.50	39.59
Service	20.25	–	21.41	10.12	9.95	12.29
Sales and office	–	–	–	14.21	14.22	14.05
Sales and related	–	–	–	13.11	13.11	–
Office and administrative support	–	–	–	14.49	14.51	14.05
Natural resources, construction, and maintenance	29.10	28.45	–	18.23	–	–
Construction and extraction	28.14	26.44	–	22.51	22.37	–
Installation, maintenance, and repair	–	–	–	17.96	–	–
Production, transportation, and material moving	–	–	–	11.68	11.71	–
Production	–	–	–	13.01	13.01	–
Transportation and material moving	–	–	–	10.74	10.76	–
	Relative error ⁴ (percent)					
All workers	5.2	9.4	5.5	3.9	4.1	12.7
Management, professional, and related	6.0	–	6.0	9.7	10.9	20.5
Management, business, and financial	–	–	–	10.3	7.7	–
Professional and related	6.2	–	6.3	12.1	14.3	14.8
Service	12.2	–	11.7	4.7	5.2	8.0
Sales and office	–	–	–	5.3	5.4	1.4
Sales and related	–	–	–	12.8	12.8	–
Office and administrative support	–	–	–	5.6	5.7	1.4
Natural resources, construction, and maintenance	4.2	5.5	–	7.1	–	–
Construction and extraction	6.1	7.0	–	18.6	25.0	–
Installation, maintenance, and repair	–	–	–	6.5	–	–
Production, transportation, and material moving	–	–	–	5.5	5.6	–
Production	–	–	–	4.2	4.2	–
Transportation and material moving	–	–	–	7.8	8.0	–

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.

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 18. Time and incentive workers¹: Mean hourly earnings² for major occupational groups, Bloomington-Normal, IL, May 2007

Occupational group ³	Time		Incentive	
	Civilian workers	Private industry workers	Civilian workers	Private industry workers
All workers	\$18.26	\$16.85	\$18.27	\$18.27
Management, professional, and related	29.87	27.52	—	—
Management, business, and financial	32.62	30.60	—	—
Professional and related	29.01	26.51	—	—
Service	11.25	9.56	—	—
Sales and office	14.04	13.94	18.24	18.24
Sales and related	11.83	11.64	17.98	17.98
Office and administrative support	14.51	14.43	—	—
Natural resources, construction, and maintenance	21.97	21.29	—	—
Construction and extraction	—	24.91	—	—
Installation, maintenance, and repair	23.64	24.17	—	—
Production, transportation, and material moving	14.24	14.30	—	—
Production	17.24	17.24	—	—
Transportation and material moving	10.69	10.66	—	—
	Relative error ⁴ (percent)			
All workers	3.7	4.5	17.4	17.4
Management, professional, and related	8.4	10.9	—	—
Management, business, and financial	10.3	7.7	—	—
Professional and related	9.9	14.3	—	—
Service	3.7	4.6	—	—
Sales and office	4.9	5.2	27.0	27.0
Sales and related	11.3	11.9	29.7	29.7
Office and administrative support	5.4	5.7	—	—
Natural resources, construction, and maintenance	12.3	14.0	—	—
Construction and extraction	—	12.7	—	—
Installation, maintenance, and repair	15.6	17.2	—	—
Production, transportation, and material moving	4.8	4.9	—	—
Production	2.9	2.9	—	—
Transportation and material moving	7.2	7.5	—	—

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.

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 19. Industry sector¹: Mean hourly earnings² for private industry workers by major occupational group, Bloomington-Normal, IL, May 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	\$23.93	\$21.09	-	-	-	-	-	-	-
Management, professional, and related	-	-	-	-	-	-	-	-	-
Management, business, and financial	-	-	-	-	-	-	-	-	-
Professional and related	-	24.80	-	-	-	-	-	-	-
Service	-	-	-	-	-	-	-	-	-
Sales and office	-	21.53	-	-	-	-	-	-	-
Sales and related	-	-	-	-	-	-	-	-	-
Office and administrative support	-	15.03	-	-	-	-	-	-	-
Natural resources, construction, and maintenance	23.27	-	-	-	-	-	-	-	-
Production, transportation, and material moving	-	19.28	-	-	-	-	-	-	-
Production	-	19.62	-	-	-	-	-	-	-
Transportation and material moving	-	16.00	-	-	-	-	-	-	-
	Relative error ⁴ (percent)								
All workers	18.0	1.7	-	-	-	-	-	-	-
Management, professional, and related	-	-	-	-	-	-	-	-	-
Management, business, and financial	-	-	-	-	-	-	-	-	-
Professional and related	-	17.4	-	-	-	-	-	-	-
Service	-	-	-	-	-	-	-	-	-
Sales and office	-	31.4	-	-	-	-	-	-	-
Sales and related	-	-	-	-	-	-	-	-	-
Office and administrative support	-	3.6	-	-	-	-	-	-	-
Natural resources, construction, and maintenance	14.9	-	-	-	-	-	-	-	-
Production, transportation, and material moving	-	2.3	-	-	-	-	-	-	-
Production	-	2.2	-	-	-	-	-	-	-
Transportation and material moving	-	8.5	-	-	-	-	-	-	-

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.

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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 Bloomington–Normal, IL, Metropolitan Statistical Area (MSA) consists of McLean County, IL.

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 nonrespondents equals the mean value of data for the respondents at some detailed "cell" level. Responding and nonresponding establishments were classified into these cells according to industry and employment size. Responding and nonresponding occupations within responding establishments were classified into cells that were additionally defined by major occupation group.

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

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

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

Estimation

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

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

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

Percentiles

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

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

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

Data reliability

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

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

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

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

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

Appendix table 1. **Number of workers¹ represented by the survey, Bloomington-Normal, IL, May 2007**

Occupational group ²	Civilian workers	Private industry workers	State and local government workers
All workers	82,100	70,900	11,200
Management, professional, and related	18,800	12,900	5,900
Management, business, and financial	3,900	3,000	–
Professional and related	14,900	9,900	4,900
Service	17,300	14,700	2,600
Sales and office	27,400	26,300	1,200
Sales and related	6,900	6,700	–
Office and administrative support	20,600	19,500	1,000
Natural resources, construction, and maintenance	8,100	6,900	1,100
Construction and extraction	2,700	1,900	–
Installation, maintenance, and repair	2,500	2,100	–
Production, transportation, and material moving	10,500	10,100	–
Production	4,800	4,800	–
Transportation and material moving	5,700	5,300	–

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.

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Appendix table 2. **Survey establishment response, Bloomington-Normal, IL, May 2007**

Establishments	Total	Private industry	State and local government
Total in sampling frame ¹	2,271	2,191	80
Total in sample	197	182	15
Responding	102	88	14
Refused or unable to provide data	74	73	1
Out of business or not in survey scope	21	21	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.

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.