



National Compensation Survey: Occupational Earnings in the United States, 2006

U.S. Department of Labor
U.S. Bureau of Labor Statistics

September 2007

Bulletin 2590

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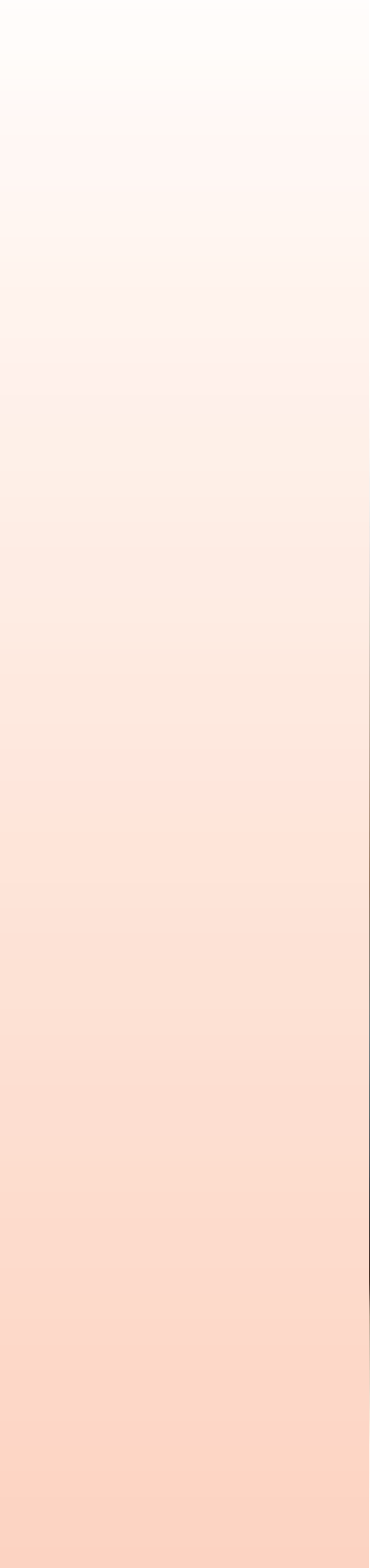
National Compensation Survey: Occupational Earnings in the United States, 2006

U.S. Department of Labor
Elaine L. Chao, *Secretary*

U.S. Bureau of Labor Statistics
Philip L. Rones, *Acting Commissioner*

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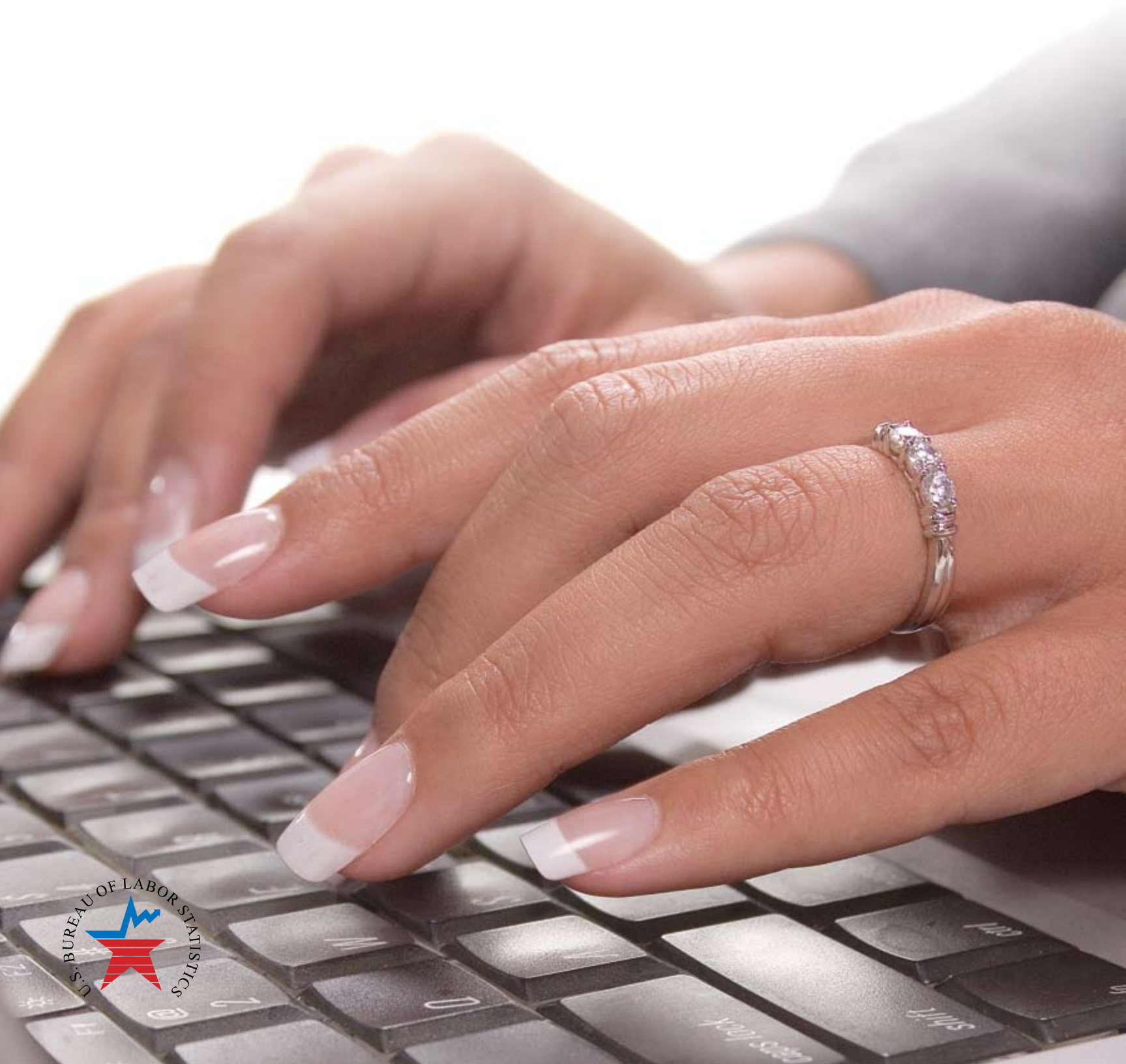


Preface

This publication, *National Compensation Survey: Occupational Earnings in the United States, 2006*, is a product of the National Compensation Survey (NCS) of the U.S. Bureau of Labor Statistics (BLS). This year's edition of the annual bulletin contains several new elements. Most notably, data tables and the text describing the characteristics and uses of the data are published exclusively in a digital format and included in this bulletin on a Compact Disk (CD). (Formerly, the data and their description were printed in a hardcopy bulletin.) Additionally, this bulletin contains new charts and graphs that show the different types of data available from the NCS program.

All data can be found at www.bls.gov/ncs. For additional information regarding this survey, you may write the U.S. Bureau of Labor Statistics at: Division of Compensation Data Analysis and Planning, 2 Massachusetts Avenue, NE., Room 4175, Washington, DC 20212-0001; call (202) 691-6199, or send an e-mail to NCSinfo@bls.gov.

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ACKIN



Owledgements

The U.S. Bureau of Labor Statistics (BLS) 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. BLS field economists and regional offices collected and reviewed the survey data. Cover art, typesetting, and layout were furnished by Bruce Boyd, and editorial services were

provided by Monica Gabor of the Office of Publications and Special Studies.

The survey could not have been conducted without the cooperation of the many private businesses and government jurisdictions that provided pay data included in this bulletin. BLS wishes to express its appreciation to these respondents, without whose cooperation this bulletin would not have been possible.



Contents

Page

iii **Preface**

v **Acknowledgments**

1 **Chart 1.** Mean hourly earnings by occupational group, civilian workers, 2006

3 **Chart 2.** Mean hourly earnings, private industry and State and local government workers by occupational group, 2006

5 **Chart 3.** Mean hourly earnings, private industry workers by size of establishment, 2006

7 **Chart 4.** Mean hourly earnings, full-time and part-time private industry workers by occupation, 2006

9 **Chart 5.** Mean hourly earnings, union and nonunion private industry workers by occupational group, 2006

11 **Chart 6.** Mean hourly earnings, time and incentive private industry workers by occupational group, 2006

13 **Chart 7.** Mean hourly earnings, full-time civilian education, training, and library workers by work level, 2006

15 **Chart 8.** Mean hourly earnings, full-time civilian managerial, selected occupations by combined work level, 2006

17 **Chart 9.** Mean hourly earnings, full-time civilian professional, selected occupations by combined work level, 2006

19 **Chart 10.** Mean hourly earnings, full-time civilian workers, selected occupations by combined work level, 2006

21 **Chart 11.** Hourly wage percentiles, private industry workers by occupational group, 2006

23 **Chart 12.** Mean hourly earnings, private industry sector, 2006

25 **Chart 13.** Mean annual earnings, civilian management occupations by supervisory responsibility, 2006

27 **Chart 14.** Mean hourly earnings, full-time and part-time private industry hospital workers by occupation, 2006

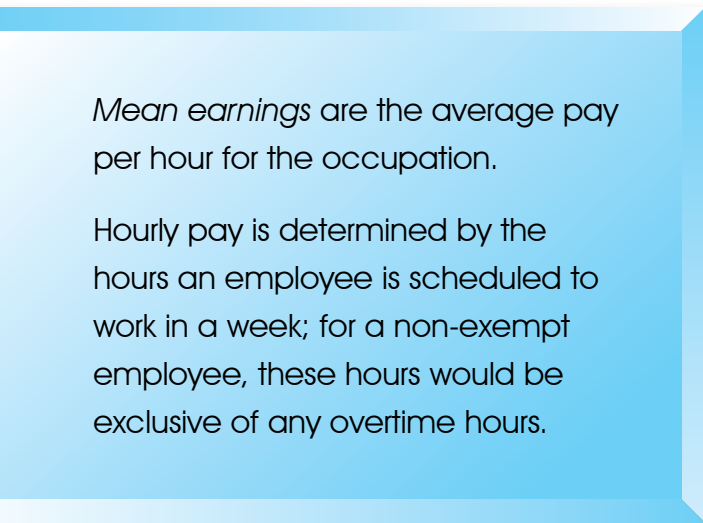
29 **Resources—Additional compensation information**

31 **Compact Disk—Instructions for loading the CD**

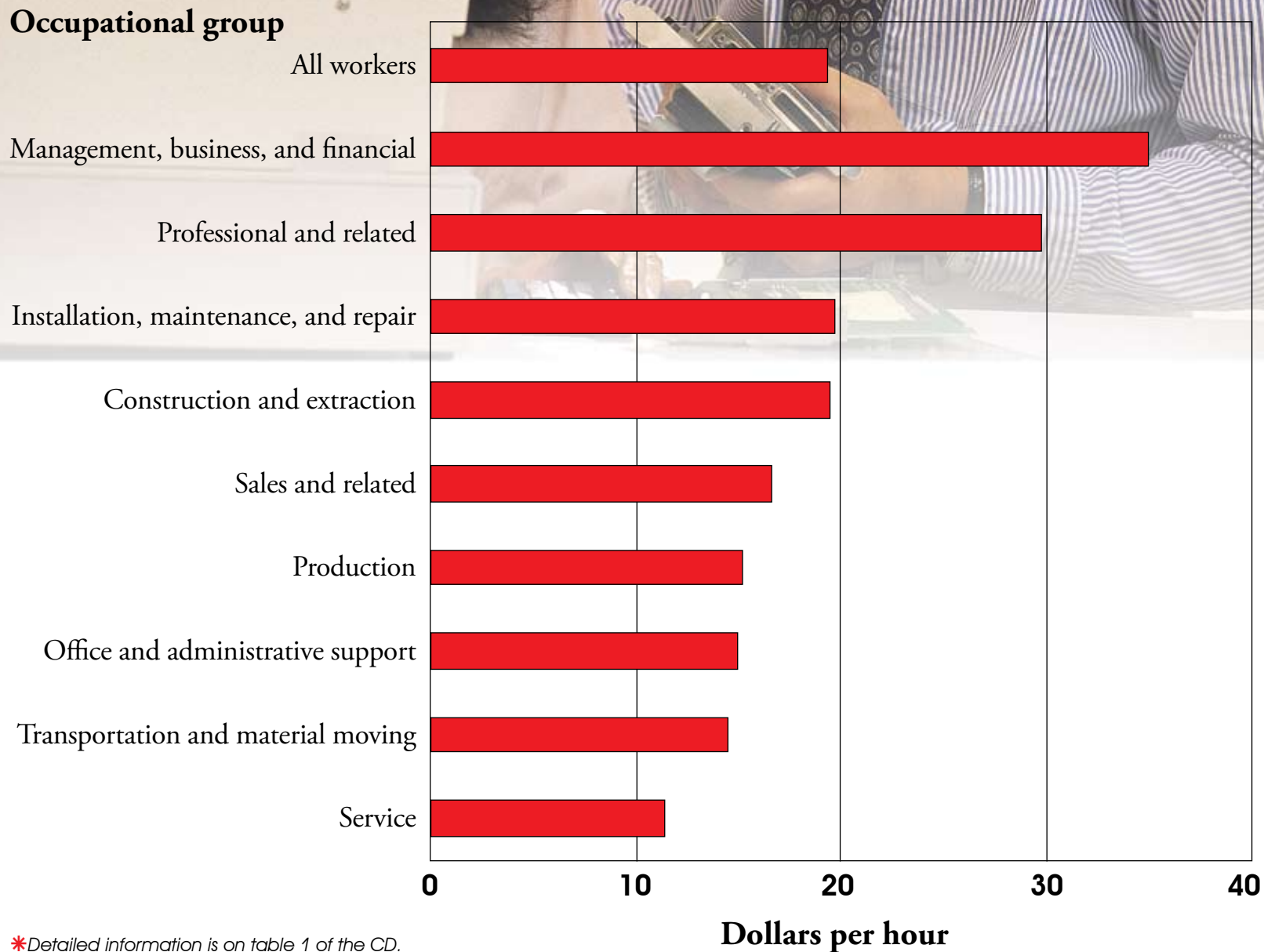
Hourly earnings ranged from \$11.31 for service occupations to \$34.89 for management, business, and financial occupations.

Mean earnings are the average pay per hour for the occupation.

Hourly pay is determined by the hours an employee is scheduled to work in a week; for a non-exempt employee, these hours would be exclusive of any overtime hours.



Mean hourly earnings by occupational group, civilian workers, 2006



*Detailed information is on table 1 of the CD.

Service occupations are comparatively higher paid in State and local governments than in private industry.

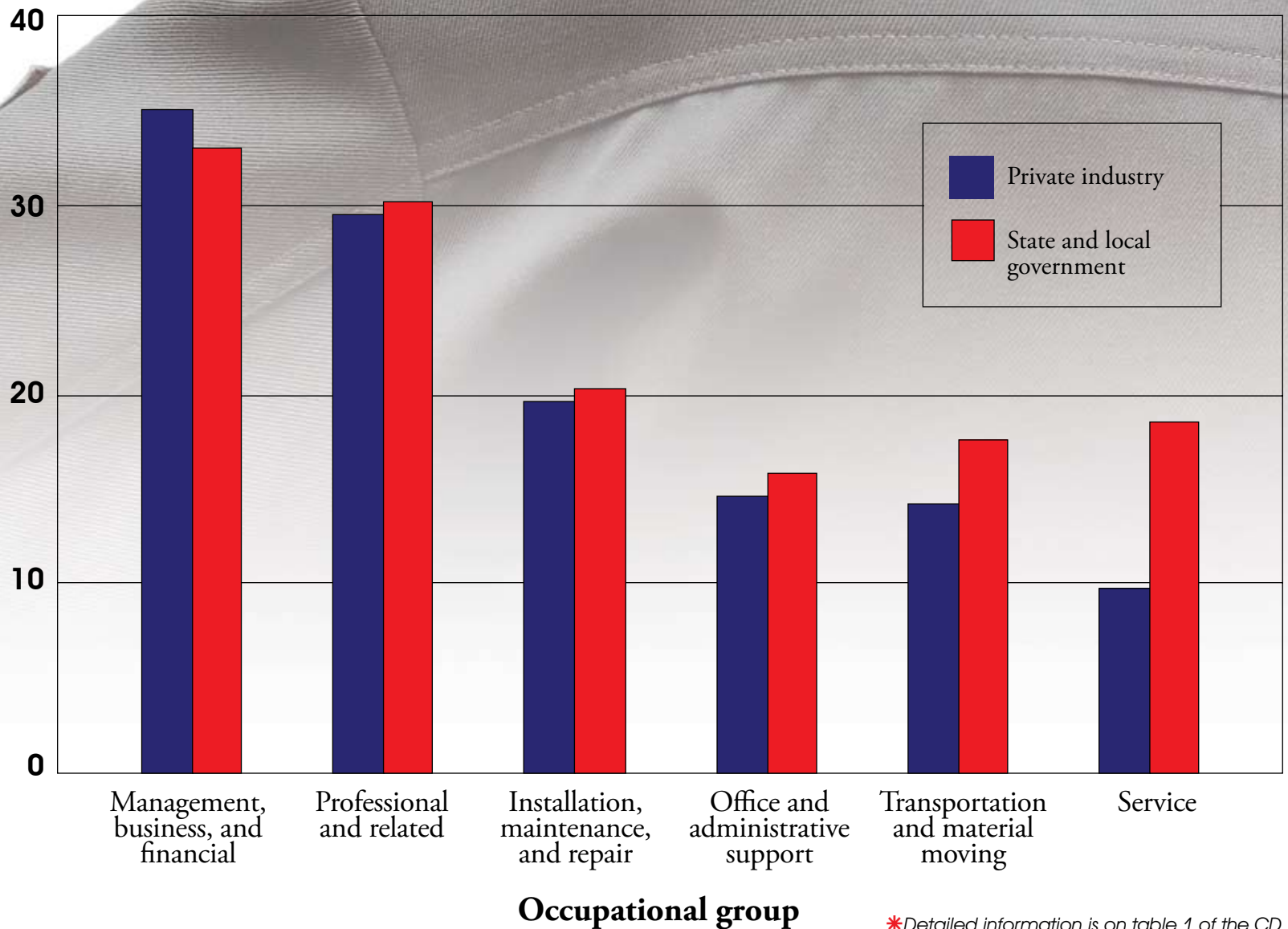
◆ State and local government protective service occupations include police and firefighters.

◆ Service workers in private industry are heavily represented by low-paid food preparation and service related occupations.



Mean hourly earnings, private industry and State and local government workers by occupational group, 2006

Dollars per hour



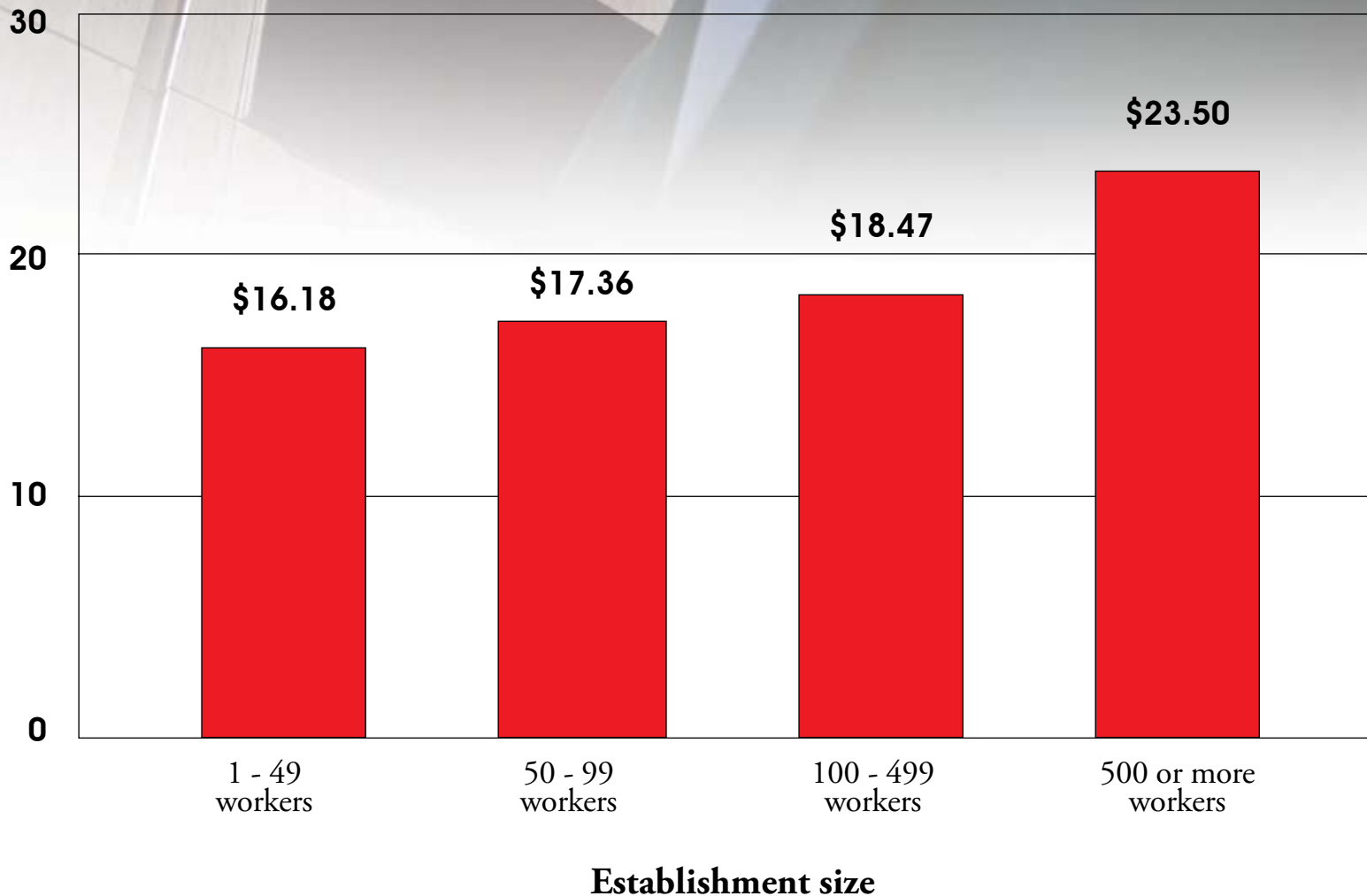
*Detailed information is on table 1 of the CD.

Larger establishments typically pay more per hour than smaller establishments.



Mean hourly earnings, private industry workers by size of establishment, 2006

Dollars per hour



*Detailed information is on tables 28, 30, and 31 of the CD.

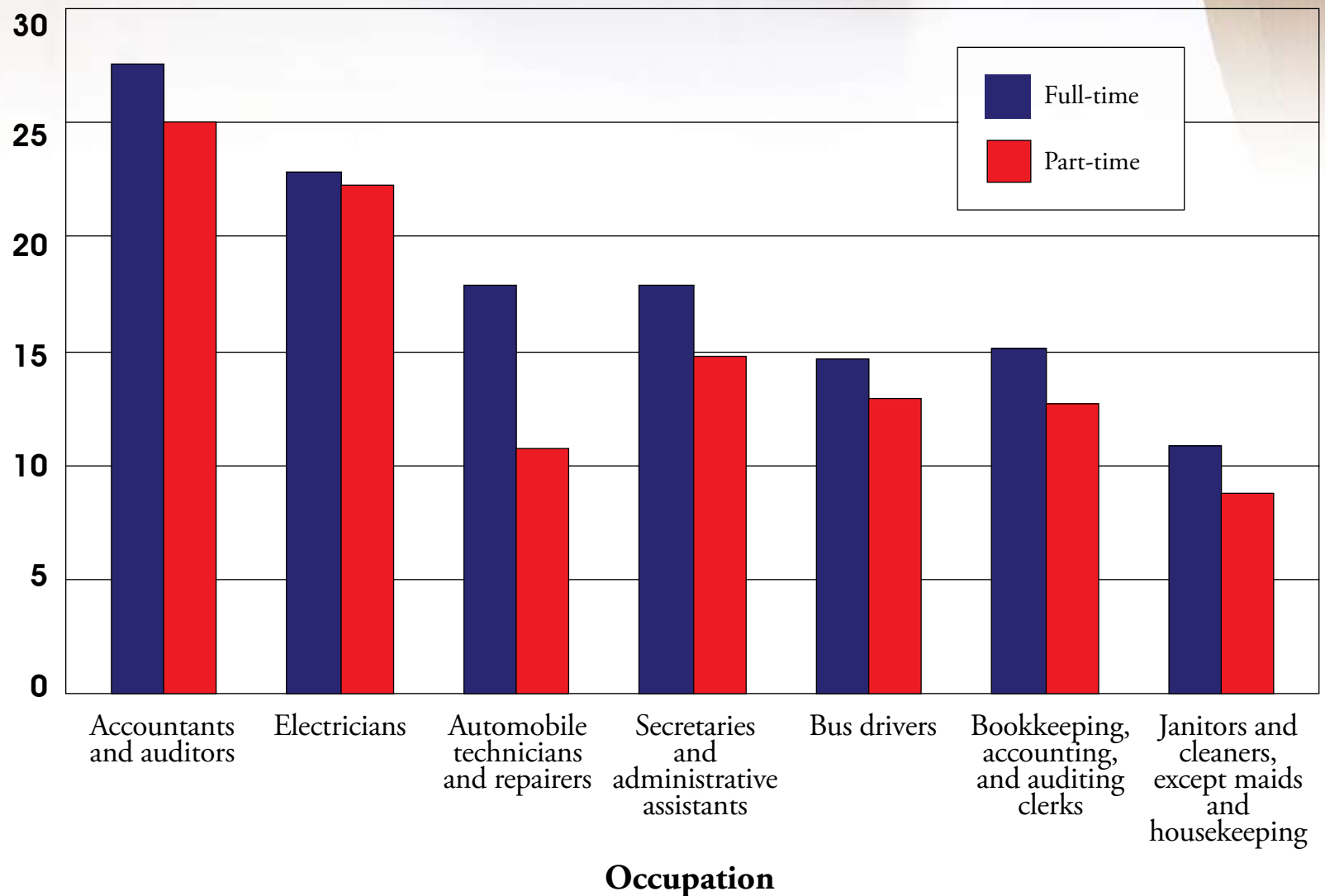
Full-time workers typically earn more per hour than part-time workers.

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



Mean hourly earnings, full-time and part-time private industry workers by occupation, 2006

Dollars per hour



*Detailed information is on table 9 of the CD.

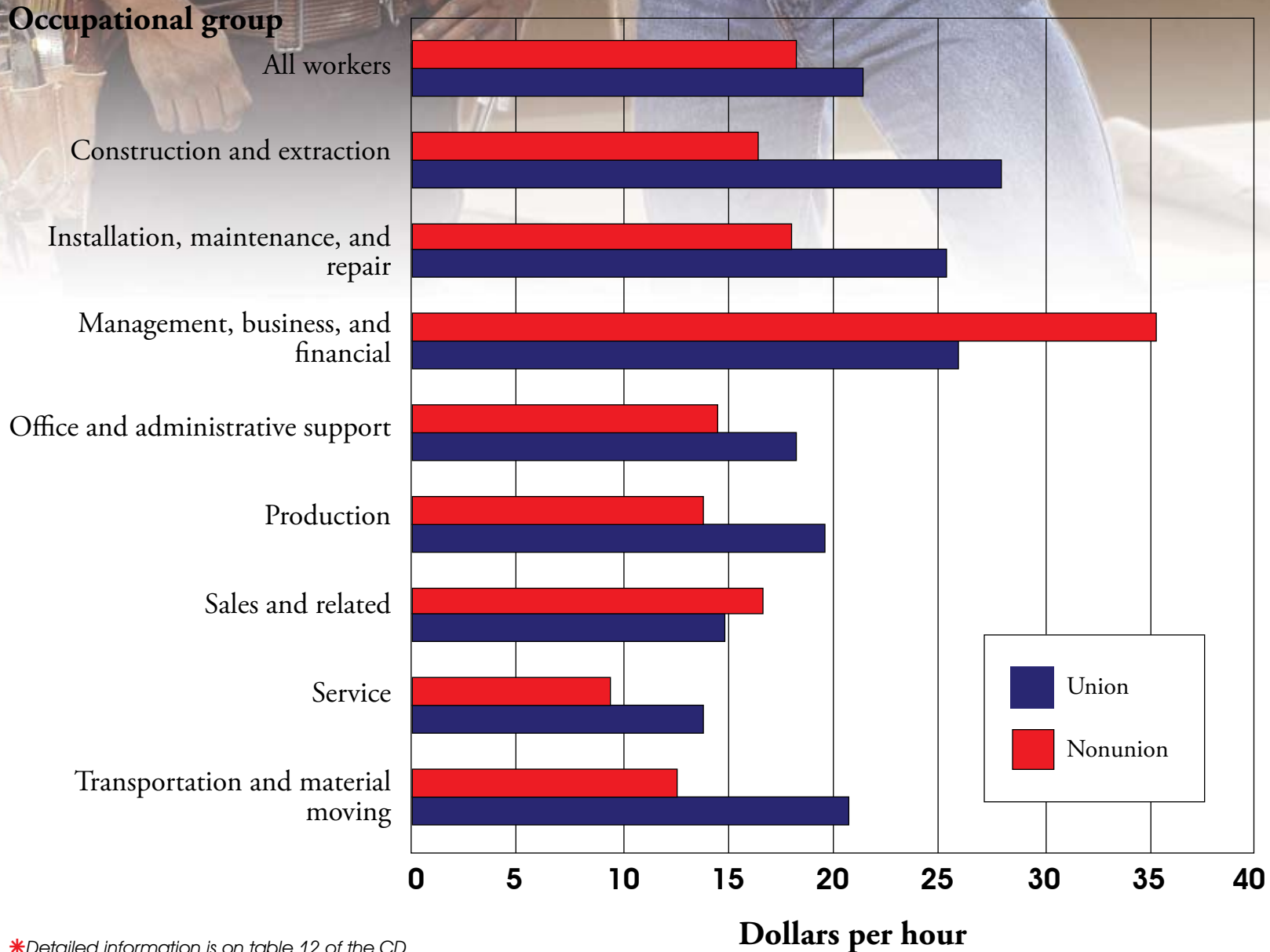
Overall, in 2006, union workers in private industry earned more per hour than their nonunion counterparts.

Union or nonunion status is based on a worker being covered by a signed, mutually binding collective bargaining agreement (union contract). The agreement may cover such items as wages, benefits, and working conditions.

◆ However, nonunion workers in management, business, and financial occupations, as well as those in sales and related occupations, earned more per hour than their union counterparts.



Mean hourly earnings, union and nonunion private industry workers by occupational group, 2006



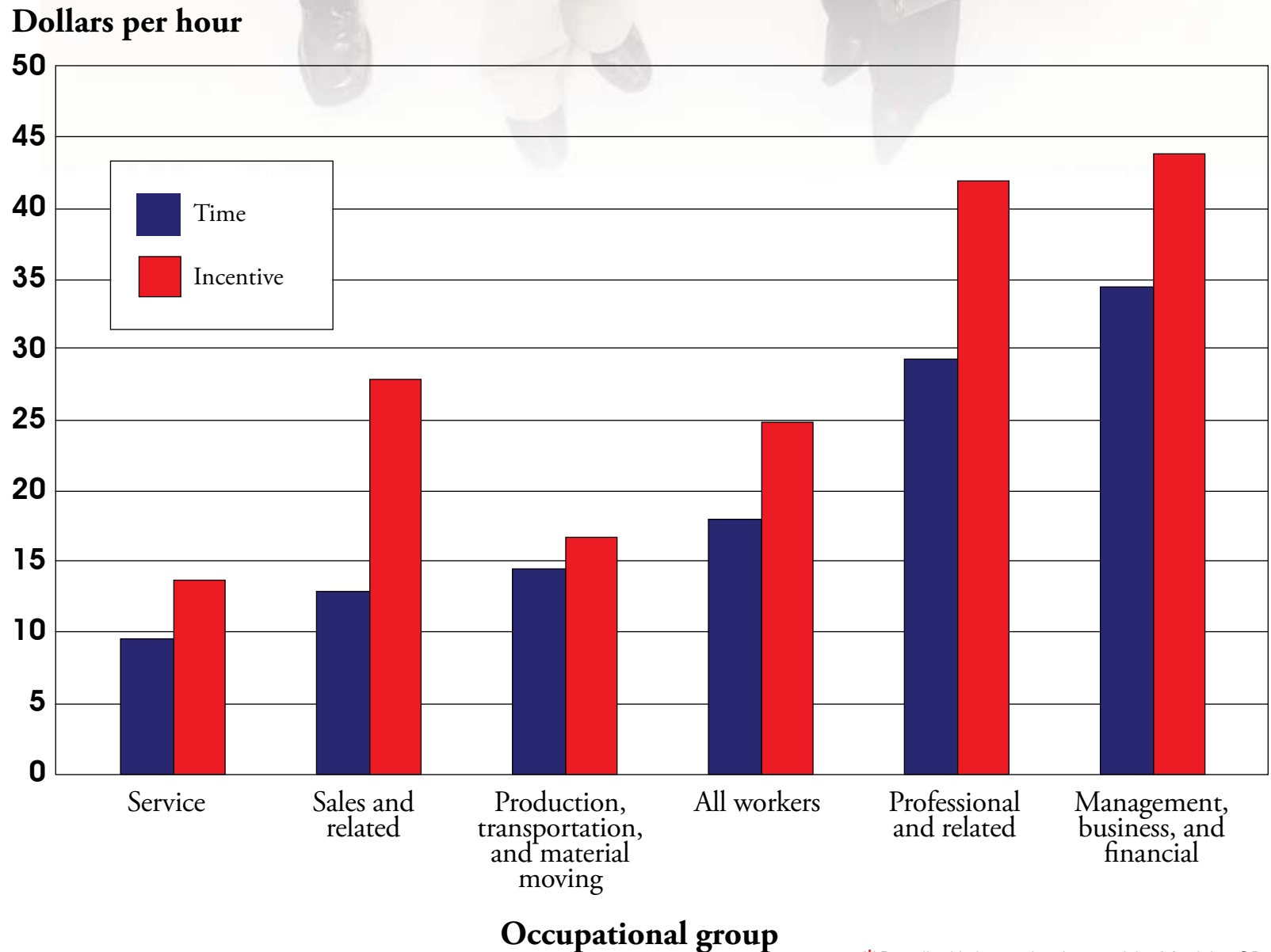
*Detailed information is on table 12 of the CD.

Sales and related workers paid on an incentive basis earned markedly more per hour than their time-paid counterparts.

Time or incentive status is based on how the employer pays the employee. Wages of time workers are based solely on hourly rates or salaries. Incentive workers are those whose wages are at least partially based on productivity payments, such as piece rates, commissions, and production bonuses or other incentives based on production or sales.



Mean hourly earnings, time and incentive private industry workers by occupational group, 2006

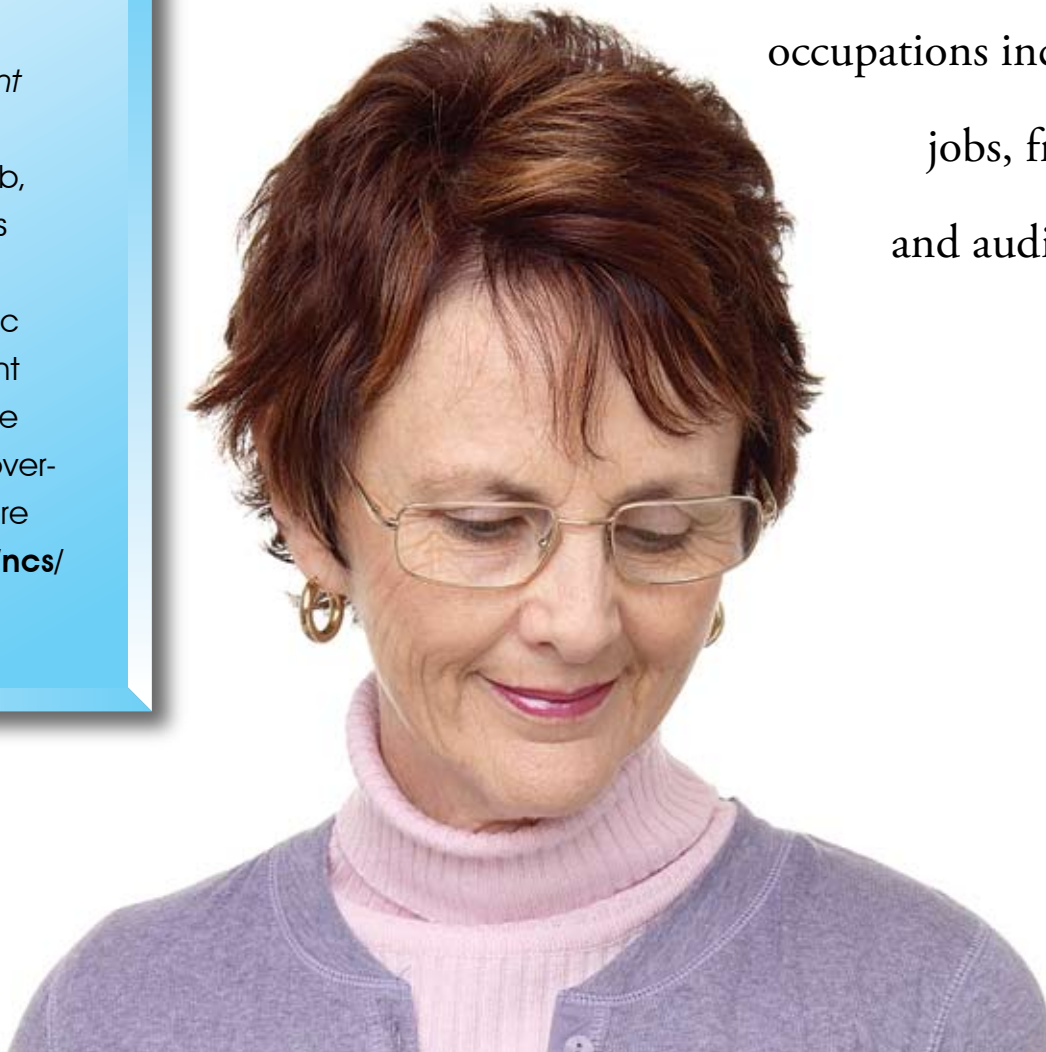


*Detailed information is on table 14 of the CD.

Hourly earnings for education, training, and library occupations range from \$10.06 for level 1 to \$80.31 for level 14.

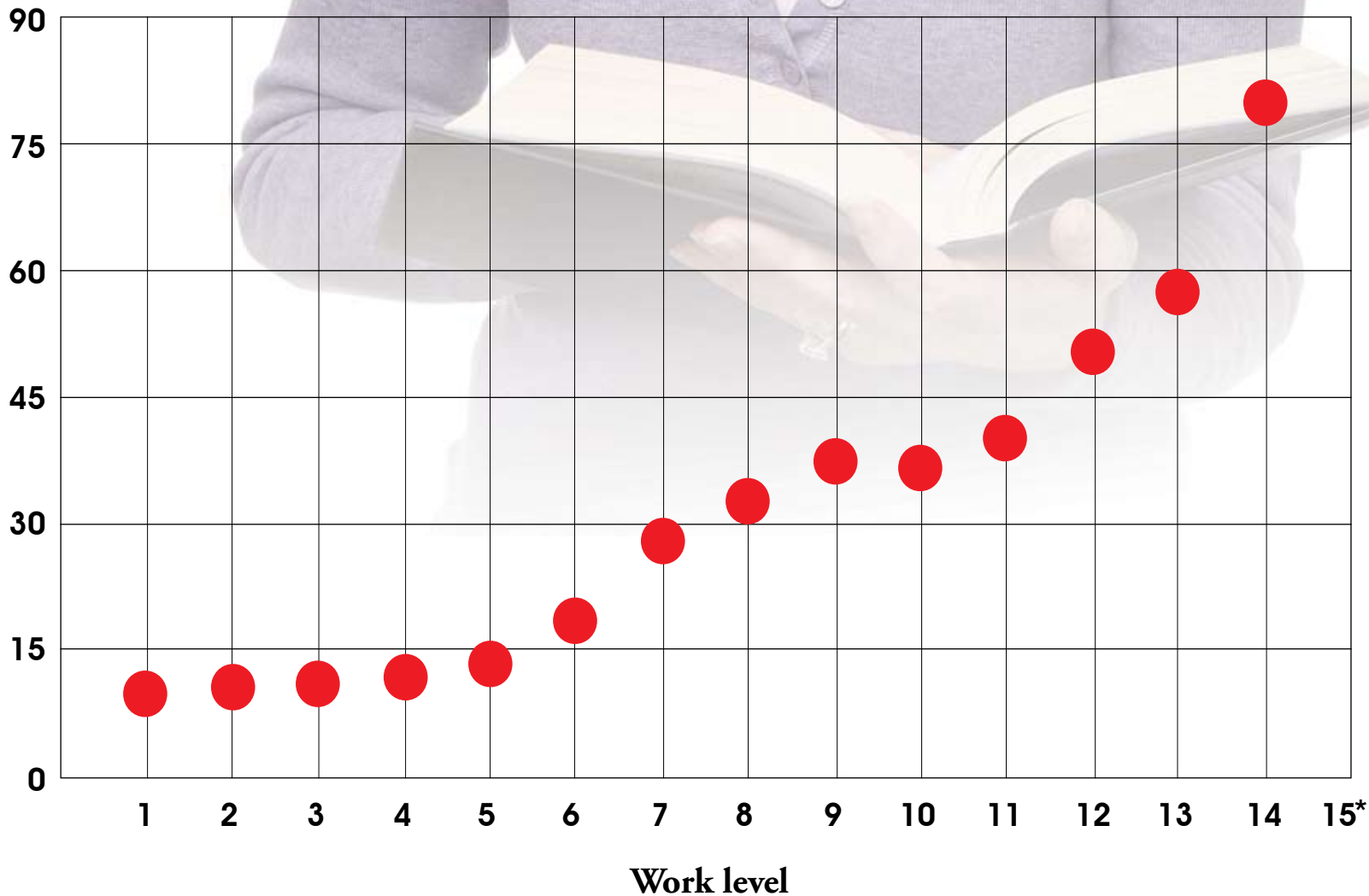
The work level of each selected job was determined using a *point factor leveling* process, which matches certain aspects of a job, such as knowledge, job controls and complexity, contacts, and physical environment, to specific levels of work with assigned point values. Points for each factor are then totaled to determine the overall work level for the job. For more information, go to www.bls.gov/ncs/ocs/sp/ncbr0004.pdf.

◆ Education, training, and library occupations includes a broad range of jobs, from teachers' assistants and audio-visual technicians to college professors.



Mean hourly earnings, full-time civilian education, training, and library workers by work level, 2006

Dollars per hour



*Detailed information is on table 8 of the CD.

*Data for work level 15 did not meet publication criteria.

Senior general and operations managers, typically found in Group IV, earn nearly \$75 per hour.

◆ Entry-level managers are found in Group II. There is no Group I because of the level of knowledge, skills, and abilities required to perform these jobs.

Charts 8, 9, and 10 show combined work levels that can be helpful in creating pay ranges, establishing broad-band pay plans, and evaluating job hierarchies.

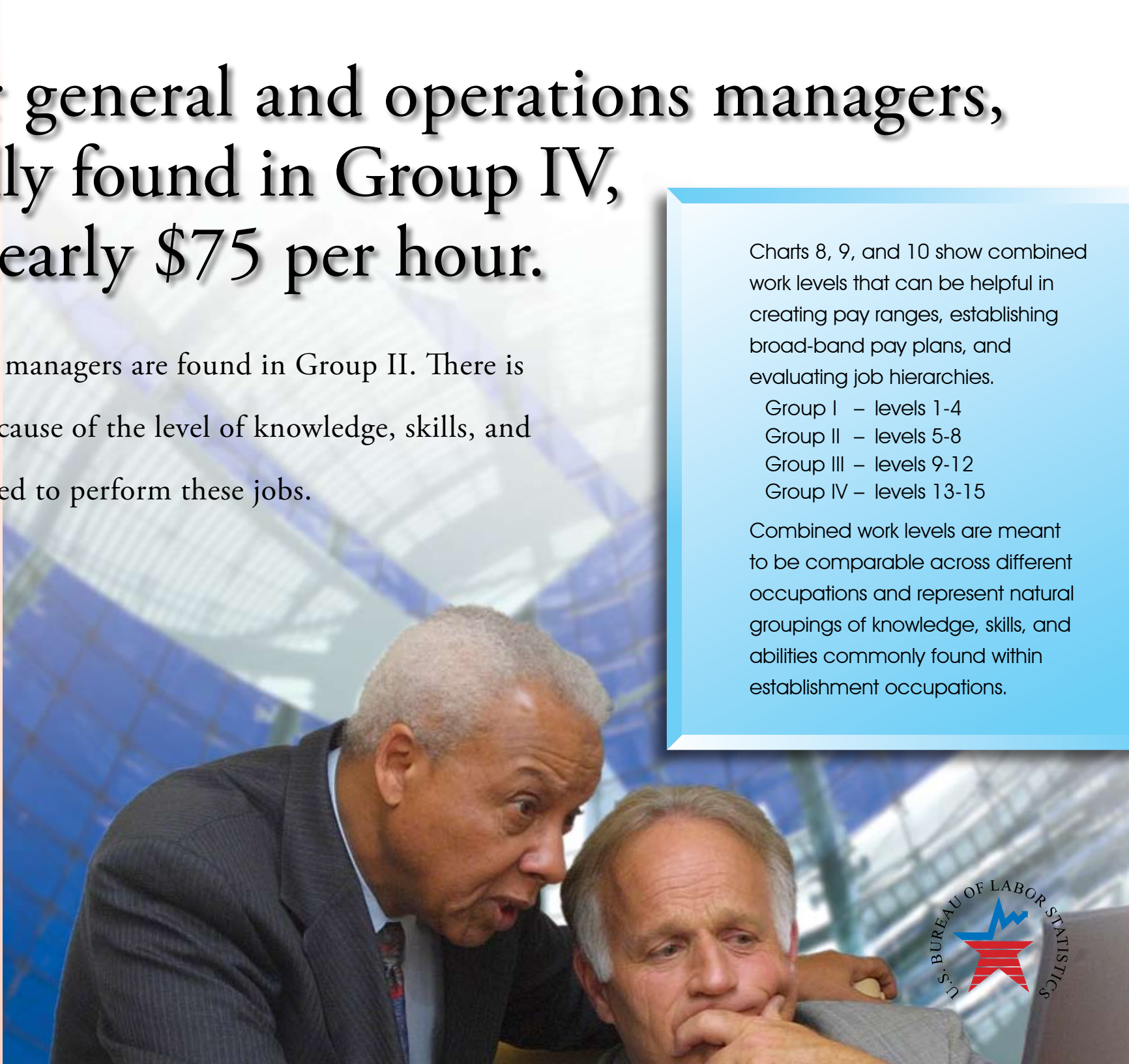
Group I – levels 1-4

Group II – levels 5-8

Group III – levels 9-12

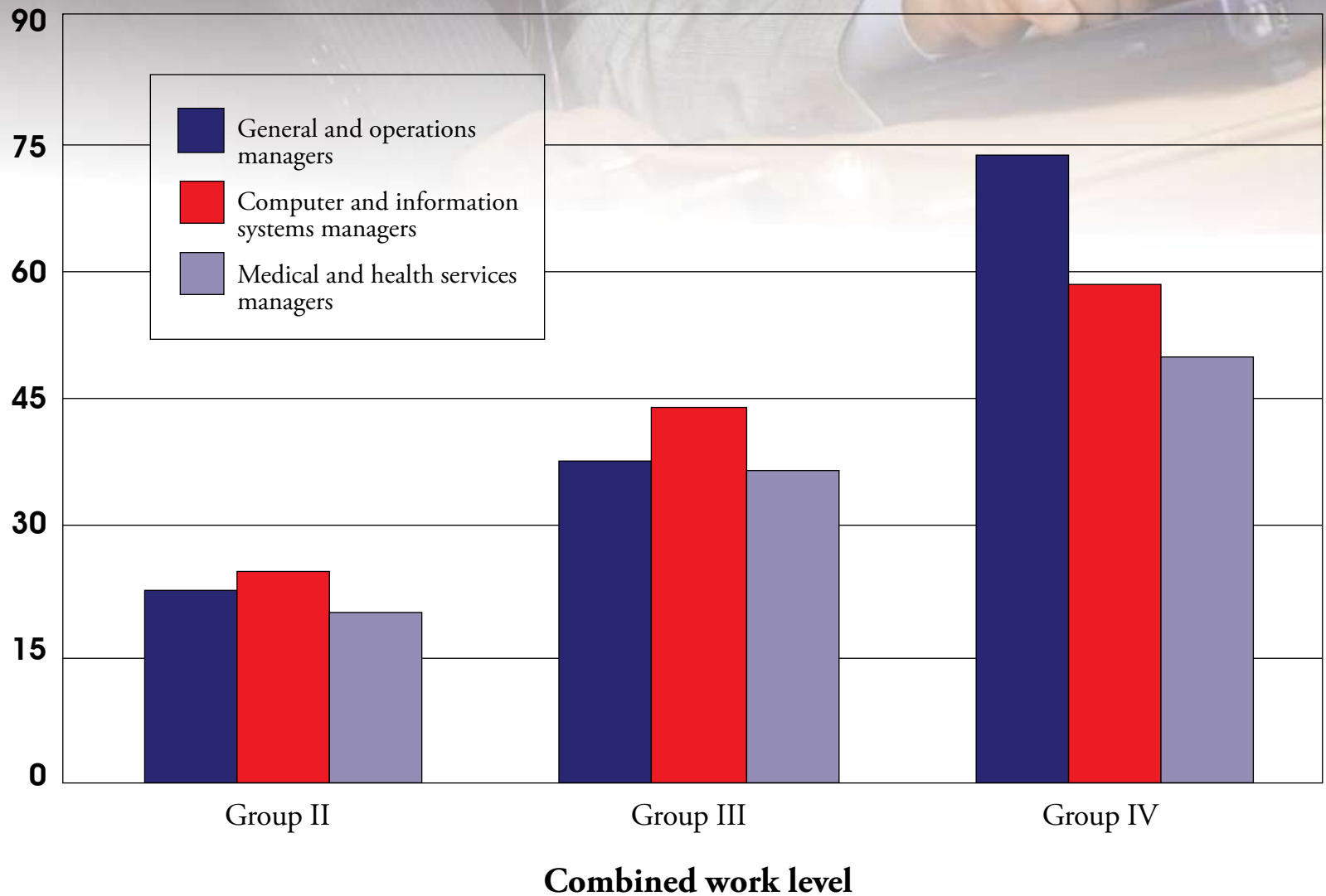
Group IV – levels 13-15

Combined work levels are meant to be comparable across different occupations and represent natural groupings of knowledge, skills, and abilities commonly found within establishment occupations.



Mean hourly earnings, full-time civilian managerial, selected occupations by combined work level, 2006

Dollars per hour



*Detailed information is on table 11 of the CD.

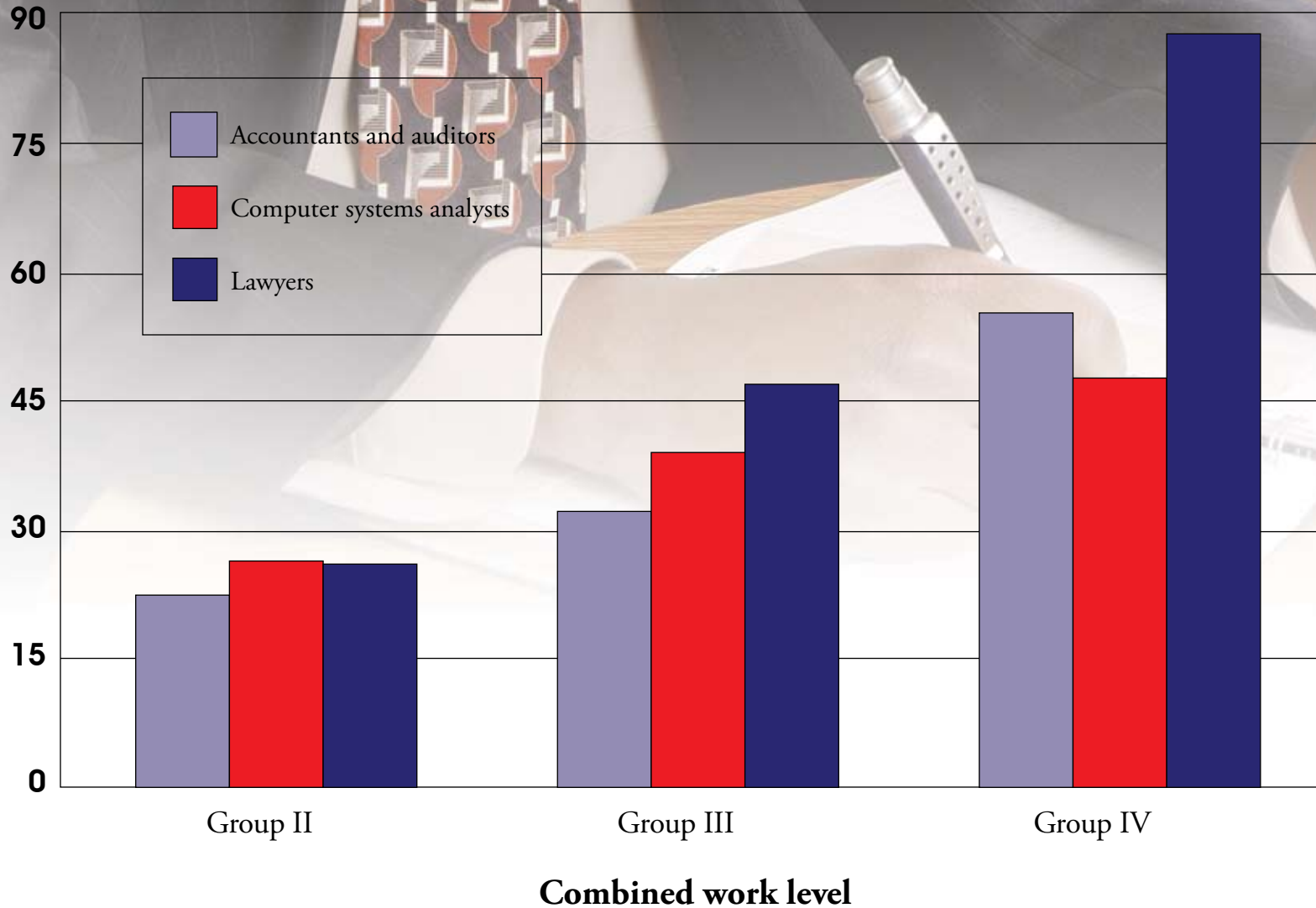
Lawyers in Group IV earned significantly more per hour than lawyers in Group III.

- ◆ Although they earn similar wages at the entry level, wages of computer systems analysts do not keep pace with those of accountants, auditors, and lawyers, as their knowledge, skills, and abilities increase.



Mean hourly earnings, full-time civilian professional, selected occupations by combined work level, 2006

Dollars per hour



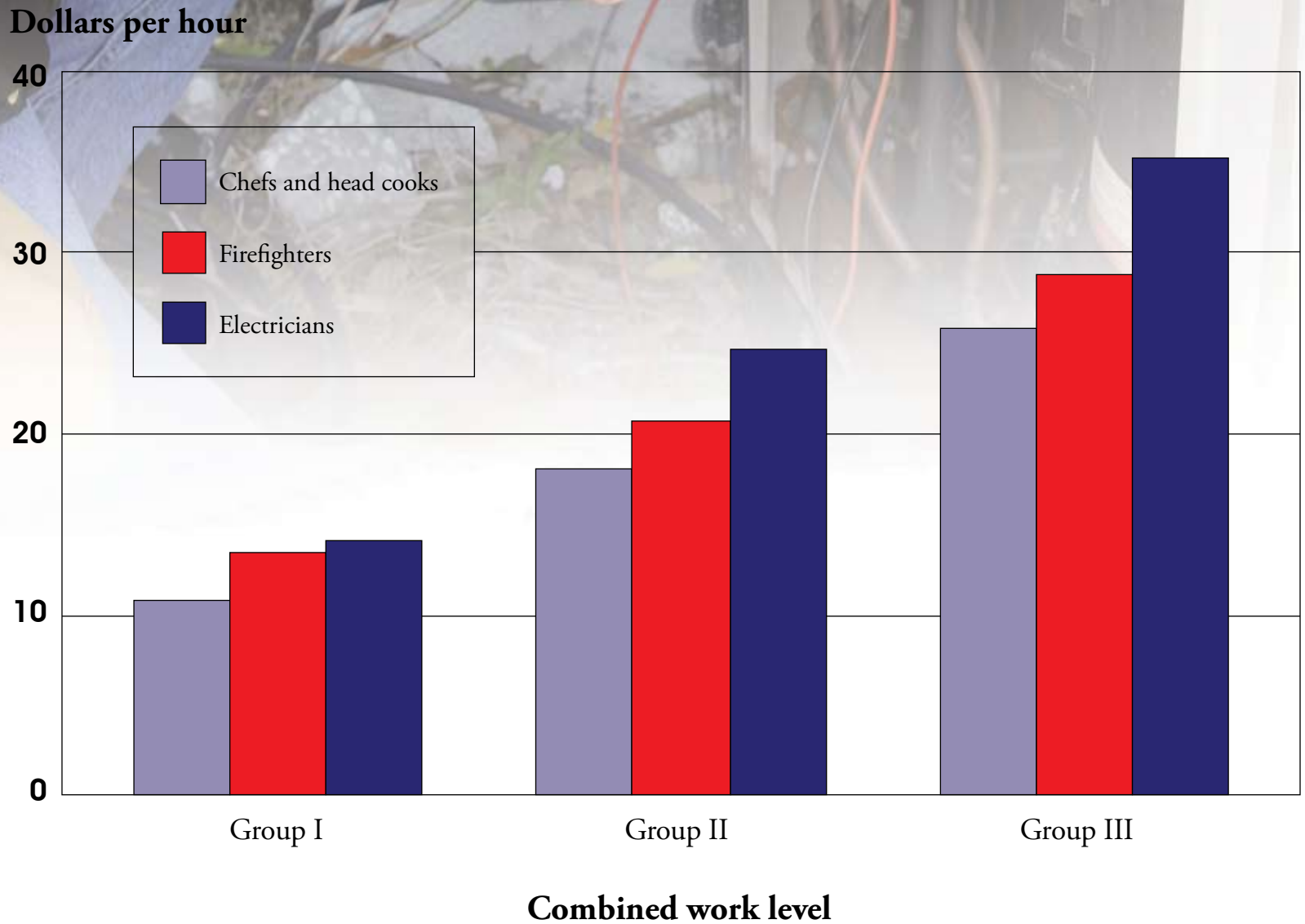
*Detailed information is on table 11 of the CD.

Chefs, firefighters, and electricians earn similar wages in Group I.

◆ In Group I, electricians work typically as apprentices; those in Group III, generally have received certification of proficiency in their trade.



Mean hourly earnings, full-time civilian workers, selected occupations by combined work level, 2006



*Detailed information is on table 11 of the CD.

In 2006, the spread of earnings varied across occupational groups.

Percentiles designate position in the earnings distribution and are calculated from individual-worker earnings (weighted by hours that workers are scheduled to work). For example, at the 10th percentile, one-tenth of the workers are paid the same as — or less than — the rate shown, and at the 90th percentile, one-tenth of the workers are paid the same as — or more than — the rate shown.

◆ Sales and related occupations include a wide variety of jobs — from telemarketers to investment bankers — with a corresponding spread of earnings.

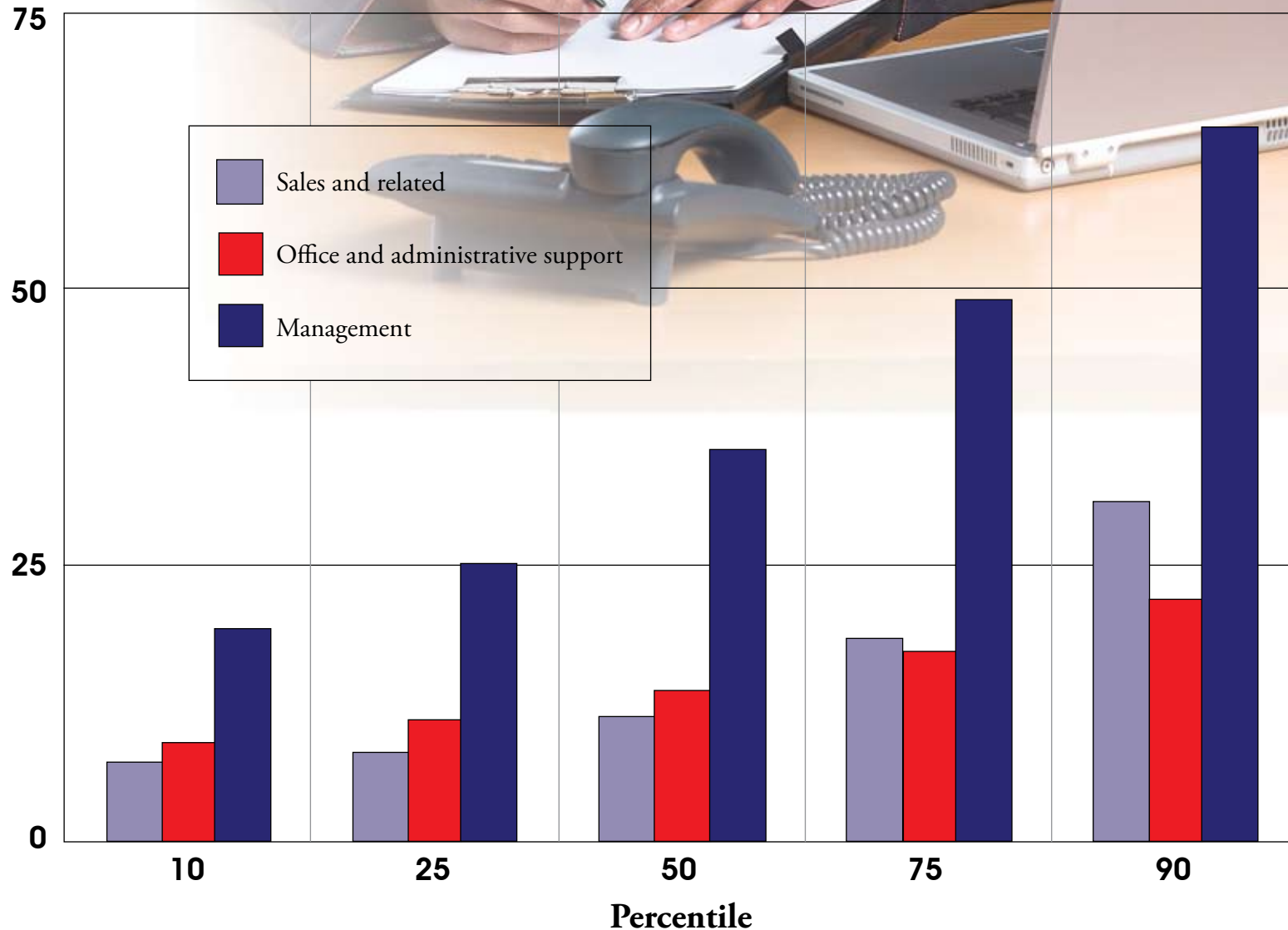
◆ Management and sales and related occupations reported earnings that are proportionally greater in the 90th percentile than in the 10th percentile, as compared to office and administrative support occupations.



Hourly wage percentiles* private industry workers by occupational group, 2006

Dollars per hour

*Standard errors have not been calculated for hourly percentiles.



*Detailed information is on table 18 of the CD.

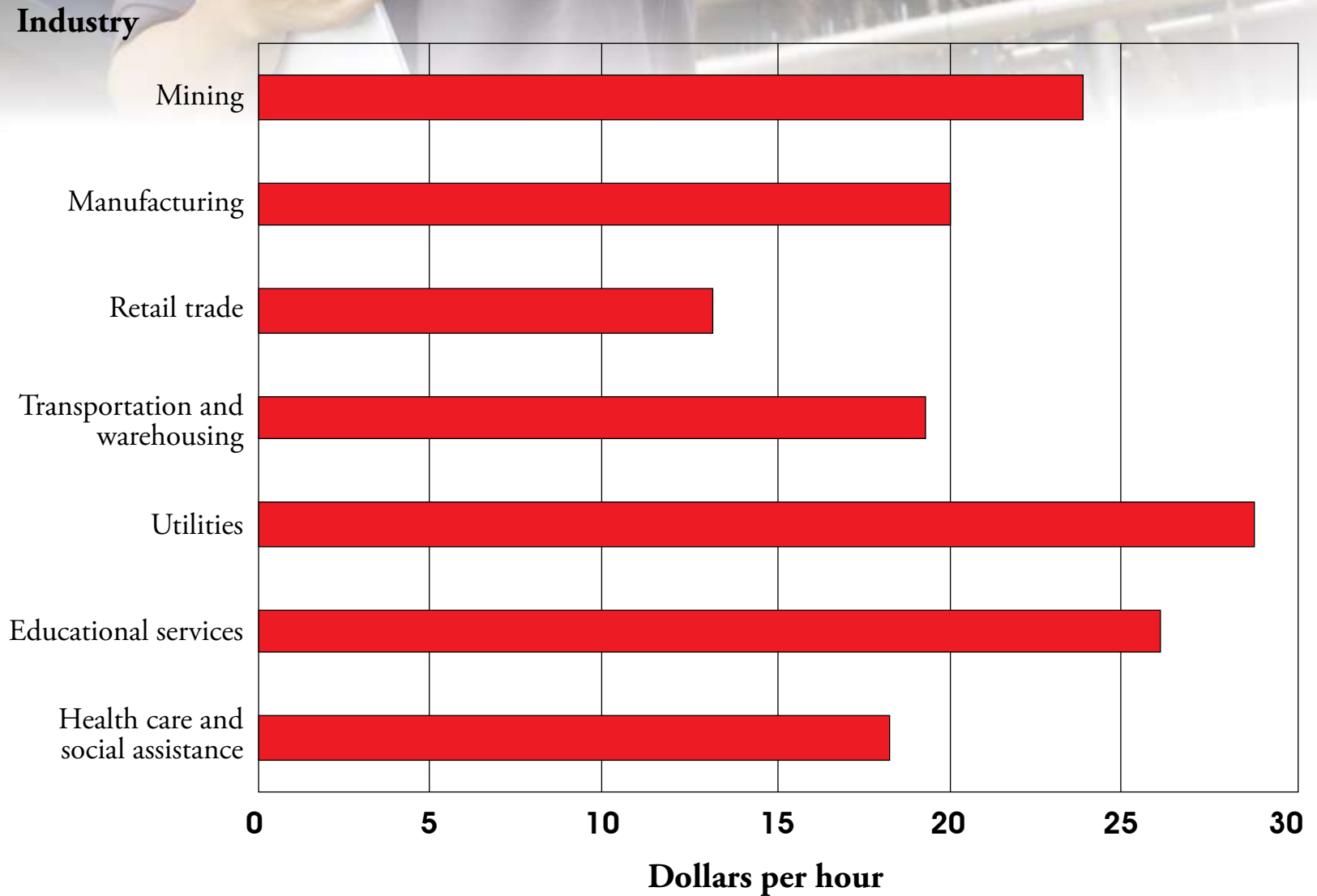
Chart 11

Earnings varied widely by sector—ranging from \$13.07 per hour in the retail trade industry to \$28.76 per hour in utilities.

Industry sectors are determined by the 2002 North American Industry Classification System (NAICS). This information is available at www.bls.gov/naics.htm.



Mean hourly earnings, private industry sector, 2006



*Detailed information is on table 32 of the CD.

Second-line supervisor/manager earnings far exceed those of other civilian management occupations.

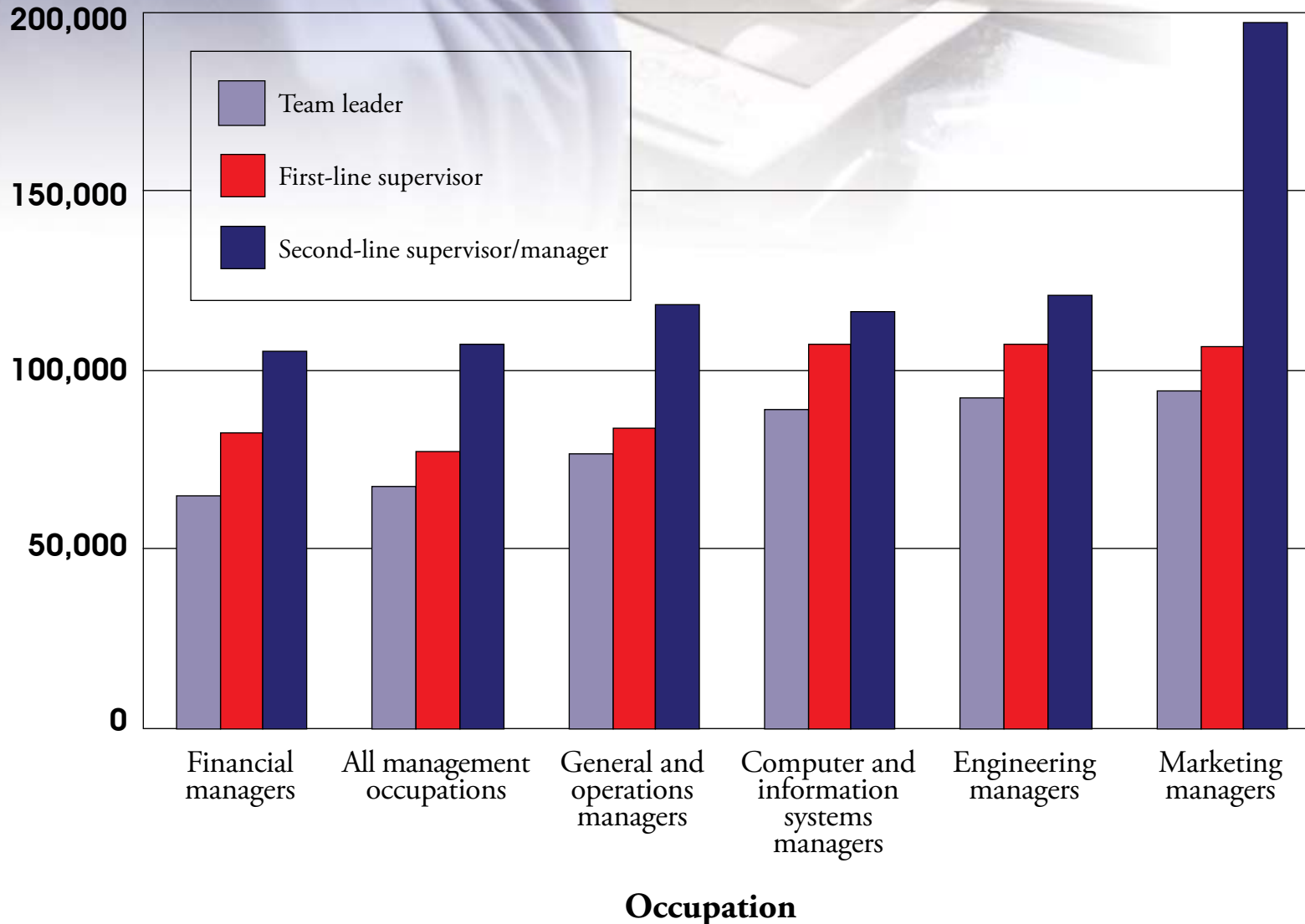
Supervisors usually assign and review the work of subordinates. Typically, supervisors have authority to hire, transfer, lay-off, promote, reward, and discipline other employees. Supervisory occupations are further classified as *first-* or *second-line* supervisors.

First-line supervisors direct their staff through face-to-face meetings and are responsible for conducting the employees' performance appraisals.

Second-line supervisors/managers typically direct the actions of staff through first-line supervisors.

Mean annual earnings, civilian management occupations by supervisory responsibility, 2006

Dollars per year



*Detailed information is on table 24 of the CD.

Some occupations in privately owned hospitals were paid more in part-time than full-time status.

◆ Part-time physicians earned an average of \$76.00 per hour, while their full-time counterparts averaged \$41.91.

◆ Full-timers tend to be residents working long hours as entry-level physicians, while part-timers are often specialists with advanced skills, working more limited hours in a hospital setting.



Mean hourly earnings, full-time and part-time private industry hospital workers by occupation, 2006

Occupation

Emergency medical technicians and paramedics

Licensed practical and licensed vocational nurses

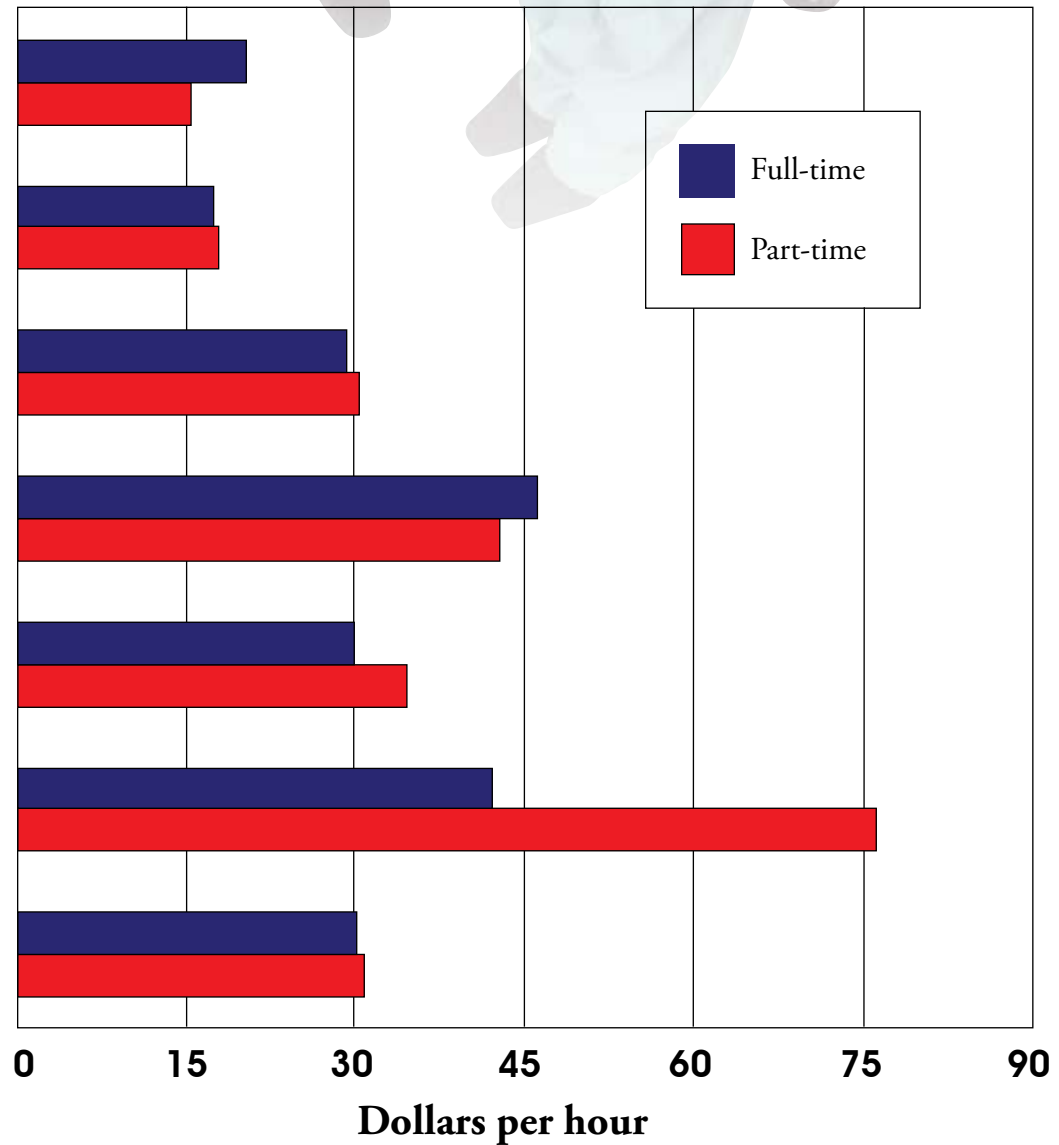
Occupational therapists

Pharmacists

Physical therapists

Physicians and surgeons

Registered nurses



*Detailed information is on table 35 of the CD.



Additional compensation resources

The *Employment Cost Index (ECI)* is a quarterly measure of the change in the cost of labor, free from the influence of employment shifts among occupations and industries.

For more information, visit www.bls.gov/ncs/ect/home.htm.

Employer Costs for Employee Compensation (ECEC) is a quarterly measure, based on ECI data, showing the employers' average hourly cost for total compensation and its components (wages and salaries and benefits.) More information is available at www.bls.gov/ncs/ect/home.htm.

NCS Benefits provides information on access and participation in various benefit plans. The information is helpful to both employers and employees because it includes such data as: percentages of employees who have access to certain benefits, the percentage of workers who participate in certain benefits, the percentage of workers with access to a plan who also participate in the plan, and medical costs. This information is available at www.bls.gov/ncs/ebs/home.htm.

The *Occupational Employment Statistics* program produces employment and wage estimates for more than 800 occupations. These are estimates of the number of people employed in certain occupations, and estimates of the wages paid

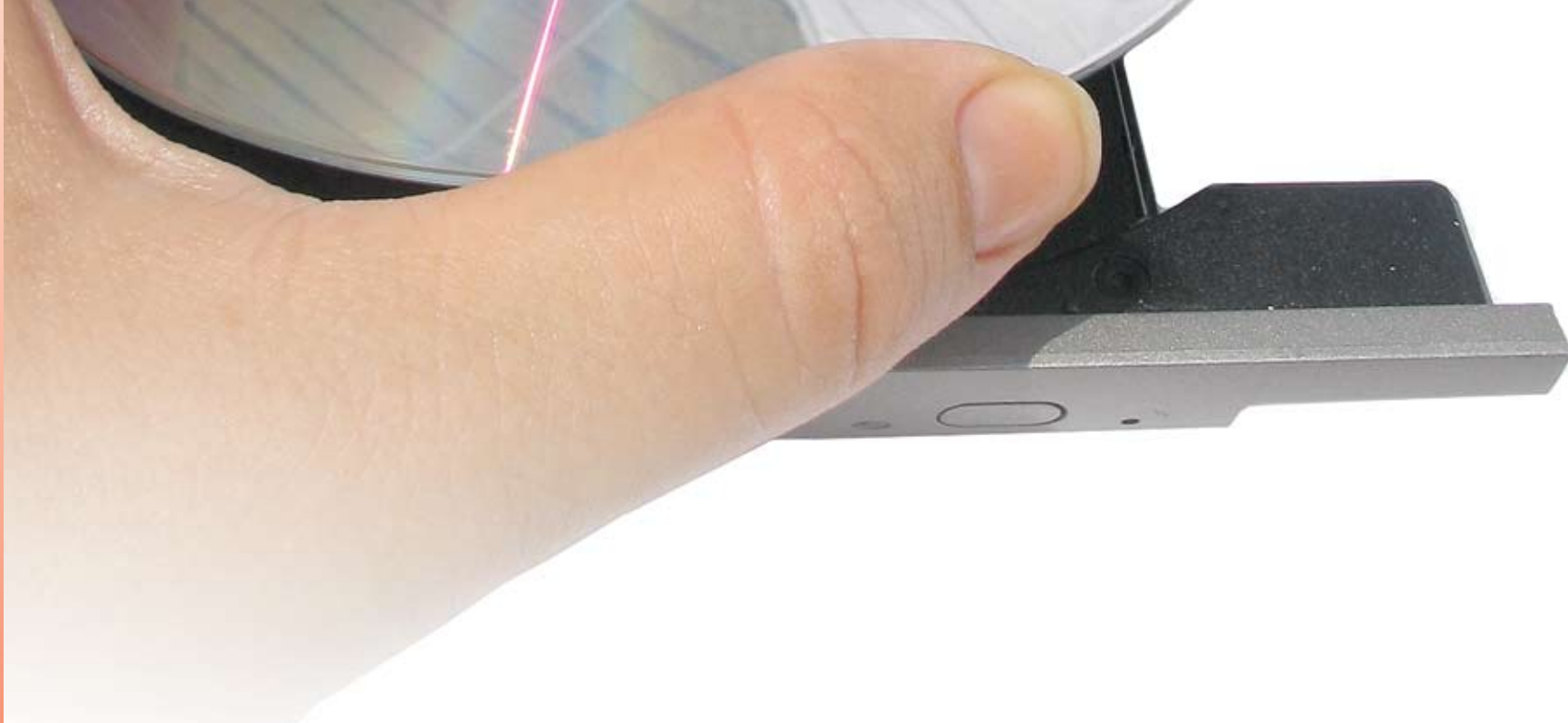
to them. (Self-employed persons are not included in the estimates.) These estimates are available for the Nation as a whole, for individual States, and for metropolitan areas; national occupational estimates for specific industries are also available. This information is available at www.bls.gov/oes/home.htm.

Occupational Pay Relative is a calculation of pay (wages, salaries, commissions, and production bonuses) for a given metropolitan area relative to another metropolitan area or to the Nation as a whole. This information is available at www.bls.gov/ncs/home.htm.

The *Compensation and Working Conditions Online* is an online publication for the topics of compensation and safety and health. Visit at www.bls.gov/opub/cwc/home.htm.

The *Monthly Labor Review* is the BLS principal journal of fact, analysis, and research. Each month, economists, statisticians, and experts from BLS join with private sector professionals and State and local government specialists to provide a wealth of research in a wide variety of fields — the labor force, the economy, employment, inflation, productivity, occupational injuries and illnesses, wages, prices, and many more. Go to www.bls.gov/opub/mlr/welcome.htm for more information.





Instructions for loading the Compact Disk

The Compact Disk (CD) with this bulletin contains tables of NCS data, a description of and technical notes on the data, and a Portable Document Format (PDF) version of this bulletin.

PDF files are created by Adobe Acrobat software and can be viewed with Adobe Acrobat Reader. If you do not already have this viewer configured on a local drive,

you may download it at no cost from Adobe's Web site: www.adobe.com/products/acrobat/readermain.html.

To view the data tables on a Windows PC, do the following:

1. Insert the CD into your CD-ROM drive.
2. Open "My Computer" from either the Start Menu or the Desktop.
3. Double-click on the CD-ROM drive to view its contents.



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